

PROXY VOTING RECORD

1 Jul 2021 to 30 June 2022

This is the full report of BetaShares proxy voting activities.

Company Name	Ticker	Country	Meeting Date	Proposal Description	Proposal Text	Policy Recommendation	Vote Instruction	Rationale
SK hynix, Inc.	000660	South Korea	30/03/2022	Approve Financial Statements, Allocation of Income, and Discharge Directors	Approve Financial Statements and Allocation of Income	For	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. However, the company stated on its proxy circular that the auditor's report is scheduled to be disclosed on March 11, 2022, 19 days ahead of the meeting date.
SK hynix, Inc.	000660	South Korea	30/03/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles of Incorporation	For	For	A vote FOR this resolution is warranted as none of the proposed amendments is contentious or problematic in nature.
SK hynix, Inc.	000660	South Korea	30/03/2022	Approve Stock Option Plan Grants	Approve Stock Option Grants (To be granted)	For	For	A vote FOR the stock option grants is warranted because the potential dilution arising from the grant remains modest.
SK hynix, Inc.	000660	South Korea	30/03/2022	Approve Stock Option Plan Grants	Approve Stock Option Grants (Previously granted)	For	For	A vote FOR the stock option grants is warranted because the potential dilution arising from the grant remains modest.
SK hynix, Inc.	000660	South Korea	30/03/2022	Elect Director	Elect Gwak Noh-jeong as Inside Director	For	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
SK hynix, Inc.	000660	South Korea	30/03/2022	Elect Director	Elect Noh Jong-won as Inside Director	For	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
SK hynix, Inc.	000660	South Korea	30/03/2022	Elect Director	Elect Ha Young-gu as Outside Director	For	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
SK hynix, Inc.	000660	South Korea	30/03/2022	Elect Member of Audit Committee	Elect Ha Young-gu as a Member of Audit Committee	For	For	A vote FOR this item is warranted given the absence of any known issues concerning the nominee and the company's audit committee.
SK hynix, Inc.	000660	South Korea	30/03/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	A vote FOR this item is warranted as the proposed remuneration cap is high relative to market norm, but within a reasonable range, and the company has provided a reasonable justification.
Samsung Electronics Co., Ltd.	005930	South Korea	16/03/2022	Approve Financial Statements, Allocation of Income, and Discharge Directors	Approve Financial Statements and Allocation of Income	For	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval.
Samsung Electronics Co., Ltd.	005930	South Korea	16/03/2022	Elect Director	Elect Kim Han-jo as Outside Director	Against	Against	A vote AGAINST incumbent director Han-jo Kim (Item 2.1.1) is warranted, as he has failed to remove convicted and indicted directors from the board. The inaction is indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees is warranted.
Samsung Electronics Co., Ltd.	005930	South Korea	16/03/2022	Elect Director	Elect Han Hwa-jin as Outside Director	For	For	A vote AGAINST incumbent director Han-jo Kim (Item 2.1.1) is warranted, as he has failed to remove convicted and indicted directors from the board. The inaction is indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees is warranted.
Samsung Electronics Co., Ltd.	005930	South Korea	16/03/2022	Elect Director	Elect Kim Jun-seong as Outside Director	For	For	A vote AGAINST incumbent director Han-jo Kim (Item 2.1.1) is warranted, as he has failed to remove convicted and indicted directors from the board. The inaction is indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees is warranted.
Samsung Electronics Co., Ltd.	005930	South Korea	16/03/2022	Elect Director	Elect Gyeong Gye-hyeon as Inside Director	For	For	A vote AGAINST incumbent director Han-jo Kim (Item 2.1.1) is warranted, as he has failed to remove convicted and indicted directors from the board. The inaction is indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees is warranted.
Samsung Electronics Co., Ltd.	005930	South Korea	16/03/2022	Elect Director	Elect Noh Tae-moon as Inside Director	For	For	A vote AGAINST incumbent director Han-jo Kim (Item 2.1.1) is warranted, as he has failed to remove convicted and indicted directors from the board. The inaction is indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees is warranted.
Samsung Electronics Co., Ltd.	005930	South Korea	16/03/2022	Elect Director	Elect Park Hak-gyu as Inside Director	For	For	A vote AGAINST incumbent director Han-jo Kim (Item 2.1.1) is warranted, as he has failed to remove convicted and indicted directors from the board. The inaction is indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees is warranted.
Samsung Electronics Co., Ltd.	005930	South Korea	16/03/2022	Elect Director	Elect Lee Jeong-bae as Inside Director	For	For	A vote AGAINST incumbent director Han-jo Kim (Item 2.1.1) is warranted, as he has failed to remove convicted and indicted directors from the board. The inaction is indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees is warranted.
Samsung Electronics Co., Ltd.	005930	South Korea	16/03/2022	Elect Member of Audit Committee	Elect Kim Han-jo as a Member of Audit Committee	Against	Against	We recommend to vote AGAINST nominees Hanjo Kim (Item2.3.1) and Jong-hun Kim (Item2.3.2), as they appear to have not acted in the best interest of shareholders while serving on the board.
Samsung Electronics Co., Ltd.	005930	South Korea	16/03/2022	Elect Member of Audit Committee	Elect Kim Jong-hun as a Member of Audit Committee	Against	Against	We recommend to vote AGAINST nominees Hanjo Kim (Item2.3.1) and Jong-hun Kim (Item2.3.2), as they appear to have not acted in the best interest of shareholders while serving on the board.
Samsung Electronics Co., Ltd.	005930	South Korea	16/03/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	A vote FOR this item is warranted because: "The company is not proposing an increase in the directors' remuneration limit;" The proposed remuneration limit is high relative to that of the company's peers; however, considering the company's financial position and its size relative to peers, the remuneration limit is reasonable.
Samsung SDS Co., Ltd.	018260	South Korea	16/03/2022	Approve Financial Statements, Allocation of Income, and Discharge Directors	Approve Financial Statements and Allocation of Income	For	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.
Samsung SDS Co., Ltd.	018260	South Korea	16/03/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	A vote FOR this item is warranted because: "The company is not proposing an increase in the directors' remuneration limit; and" The level of the directors' remuneration cap is high relative to the market average but is within a reasonable range.
SK Inc.	034730	South Korea	29/03/2022	Approve Financial Statements, Allocation of Income, and Discharge Directors	Approve Financial Statements and Allocation of Income	For	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval.
SK Inc.	034730	South Korea	29/03/2022	Elect Director	Elect Choi Tae-won as Inside Director	For	For	Despite concerns raised around director accountability, a vote FOR Tae-won Choi (Tae-won Chey) (Item 2.1) is warranted at this time, as removing the company's CEOs may be detrimental to the company's operation, as well as shareholder value. Jae-ho Yeom (Item 2.2) and Byeong-ho Kim (Item 2.3) collectively allowed Mr. Chey's continued board membership despite his convictions. The inaction raises concern on the director's ability to perform their fiduciary duties and is indicative of material failure of governance as well as risk oversight. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Jae-ho Yeom are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm.
SK Inc.	034730	South Korea	29/03/2022	Elect Director	Elect Yeom Jae-ho as Outside Director	Against	Against	Despite concerns raised around director accountability, a vote FOR Tae-won Choi (Tae-won Chey) (Item 2.1) is warranted at this time, as removing the company's CEOs may be detrimental to the company's operation, as well as shareholder value. Jae-ho Yeom (Item 2.2) and Byeong-ho Kim (Item 2.3) collectively allowed Mr. Chey's continued board membership despite his convictions. The inaction raises concern on the director's ability to perform their fiduciary duties and is indicative of material failure of governance as well as risk oversight. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Jae-ho Yeom are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm.
SK Inc.	034730	South Korea	29/03/2022	Elect Director	Elect Kim Byeong-ho as Outside Director	Against	Against	Despite concerns raised around director accountability, a vote FOR Tae-won Choi (Tae-won Chey) (Item 2.1) is warranted at this time, as removing the company's CEOs may be detrimental to the company's operation, as well as shareholder value. Jae-ho Yeom (Item 2.2) and Byeong-ho Kim (Item 2.3) collectively allowed Mr. Chey's continued board membership despite his convictions. The inaction raises concern on the director's ability to perform their fiduciary duties and is indicative of material failure of governance as well as risk oversight. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Jae-ho Yeom are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm.
SK Inc.	034730	South Korea	29/03/2022	Elect Member of Audit Committee	Elect Kim Byeong-ho as a Member of Audit Committee	Against	Against	For the same concerns raised in the director election section of this report, we recommend to vote AGAINST Item 3, as his inaction to remove Mr. Chey despite his conviction raises concern on their accountability and ability to perform fiduciary duties.
SK Inc.	034730	South Korea	29/03/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	A vote FOR this item is warranted because: "The company is not proposing an increase in the directors' remuneration limit; and" The level of the directors' remuneration cap is high relative to the market average but is within a reasonable range.
NAVER Corp.	035420	South Korea	14/03/2022	Approve Financial Statements, Allocation of Income, and Discharge Directors	Approve Financial Statements and Appropriation of Income	For	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. However, the company stated on its proxy circular that the auditor's report is scheduled to be disclosed on March 4, 2022, ten days ahead of the meeting date.
NAVER Corp.	035420	South Korea	14/03/2022	Elect Director	Elect Choi Su-yeon as Inside Director	For	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
NAVER Corp.	035420	South Korea	14/03/2022	Elect Director	Elect Chae Seon-jin as Inside Director	For	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
NAVER Corp.	035420	South Korea	14/03/2022	Elect Director	Elect Jeong Doh-jin as Outside Director	For	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.

NAVER Corp.	035420	South Korea	14/03/2022	Elect Director	Elect Noh Hyeok-jun as Outside Director	For	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
NAVER Corp.	035420	South Korea	14/03/2022	Elect Member of Audit Committee	Elect Jeong Doh-jin as Audit Committee Member	For	For	A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.
NAVER Corp.	035420	South Korea	14/03/2022	Elect Member of Audit Committee	Elect Noh Hyeok-jun as Audit Committee Member	For	For	A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.
NAVER Corp.	035420	South Korea	14/03/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	A vote FOR this item is warranted because: " The company is not proposing an increase in the directors' remuneration limit; and " The level of the directors' remuneration cap is high relative to the market average but is within a reasonable range.
Kakao Corp.	035720	South Korea	29/03/2022	Approve Financial Statements, Allocation of Income, and Discharge Directors	Approve Financial Statements and Allocation of Income	For	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.
Kakao Corp.	035720	South Korea	29/03/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles of Incorporation (Stock Option Grants)	For	For	A vote FOR this resolution is warranted as none of the proposed amendments is contentious or problematic in nature.
Kakao Corp.	035720	South Korea	29/03/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles of Incorporation (Chairman of Shareholder Meeting)	For	For	A vote FOR this resolution is warranted as none of the proposed amendments is contentious or problematic in nature.
Kakao Corp.	035720	South Korea	29/03/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles of Incorporation (Interim Dividend)	For	For	A vote FOR this resolution is warranted as none of the proposed amendments is contentious or problematic in nature.
Kakao Corp.	035720	South Korea	29/03/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles of Incorporation (Miscellaneous)	For	For	A vote FOR this resolution is warranted as none of the proposed amendments is contentious or problematic in nature.
Kakao Corp.	035720	South Korea	29/03/2022	Elect Director	Elect Namgongg Hun as Inside Director	For	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
Kakao Corp.	035720	South Korea	29/03/2022	Elect Director	Elect Kim Seong-su as Inside Director	For	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
Kakao Corp.	035720	South Korea	29/03/2022	Elect Director	Elect Hong Eun-taek as Inside Director	For	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
Kakao Corp.	035720	South Korea	29/03/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	A vote FOR this item is warranted because: " The company is not proposing an increase in the directors' remuneration limit; and " The level of the directors' remuneration cap is high relative to the market average but is within a reasonable range.
Kakao Corp.	035720	South Korea	29/03/2022	Approve Stock Option Plan Grants	Approve Stock Option Grants	For	For	A vote FOR the stock option grant is warranted because the potential dilution arising from the grant remains modest.
Kakao Corp.	035720	South Korea	29/03/2022	Miscellaneous Proposal: Company-Specific	Approve Cancellation of Treasury Shares	For	For	A vote FOR this proposal is warranted as there is no materially adverse impact on existing shareholders as a result of this share capital reduction.
Kakao Corp.	035720	South Korea	29/03/2022	Approve Retirement Bonuses for Directors	Approve Terms of Retirement Pay	For	For	A vote FOR this proposal is warranted because the proposed terms of executives' severance pay are in line with the general market practice.
Kakao Corp.	035720	South Korea	29/03/2022	Approve Stock Option Plan Grants	Approve Stock Option Grants	For	For	A vote FOR this proposal is warranted because the proposed terms of executives' severance pay are in line with the general market practice.
Celltrion, Inc.	068270	South Korea	25/03/2022	Approve Financial Statements, Allocation of Income, and Discharge Directors	Approve Financial Statements and Allocation of Income	For	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval.
Celltrion, Inc.	068270	South Korea	25/03/2022	Elect Director	Elect Kim Geun-young as Outside Director	For	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
Celltrion, Inc.	068270	South Korea	25/03/2022	Elect Director	Elect Kim Won-seok as Outside Director	For	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
Celltrion, Inc.	068270	South Korea	25/03/2022	Elect Director	Elect Yoo Dae-hyeon as Outside Director	For	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
Celltrion, Inc.	068270	South Korea	25/03/2022	Elect Director	Elect Lee Soon-Woo as Outside Director	For	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
Celltrion, Inc.	068270	South Korea	25/03/2022	Elect Director	Elect Ko Young-hye as Outside Director	For	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
Celltrion, Inc.	068270	South Korea	25/03/2022	Elect Director	Elect Lee Jae-sik as Outside Director to Serve as an Audit Committee Member	For	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
Celltrion, Inc.	068270	South Korea	25/03/2022	Elect Member of Audit Committee	Elect Kim Geun-young as a Member of Audit Committee	Against	Against	Given the regulatory sanctions against the company and concerns raised on the internal control and board oversight, votes AGAINST Items 4.1, 4.2, 4.3, and 4.4 are warranted. A vote FOR item 4.5 is warranted absence of any known issue concerning the nominee.
Celltrion, Inc.	068270	South Korea	25/03/2022	Elect Member of Audit Committee	Elect Kim Won-seok as a Member of Audit Committee	Against	Against	Given the regulatory sanctions against the company and concerns raised on the internal control and board oversight, votes AGAINST Items 4.1, 4.2, 4.3, and 4.4 are warranted. A vote FOR item 4.5 is warranted absence of any known issue concerning the nominee.
Celltrion, Inc.	068270	South Korea	25/03/2022	Elect Member of Audit Committee	Elect Yoo Dae-hyeon as a Member of Audit Committee	Against	Against	Given the regulatory sanctions against the company and concerns raised on the internal control and board oversight, votes AGAINST Items 4.1, 4.2, 4.3, and 4.4 are warranted. A vote FOR item 4.5 is warranted absence of any known issue concerning the nominee.
Celltrion, Inc.	068270	South Korea	25/03/2022	Elect Member of Audit Committee	Elect Lee Soon-woo as a Member of Audit Committee	Against	Against	Given the regulatory sanctions against the company and concerns raised on the internal control and board oversight, votes AGAINST Items 4.1, 4.2, 4.3, and 4.4 are warranted. A vote FOR item 4.5 is warranted absence of any known issue concerning the nominee.
Celltrion, Inc.	068270	South Korea	25/03/2022	Elect Member of Audit Committee	Elect Ko Young-hye as a Member of Audit Committee	For	For	Given the regulatory sanctions against the company and concerns raised on the internal control and board oversight, votes AGAINST Items 4.1, 4.2, 4.3, and 4.4 are warranted. A vote FOR item 4.5 is warranted absence of any known issue concerning the nominee.
Celltrion, Inc.	068270	South Korea	25/03/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	A vote FOR this item is warranted because: " The company is not proposing an increase in the directors' remuneration limit; and " The level of the directors' remuneration cap is high relative to the market average but is within a reasonable range.
Celltrion, Inc.	068270	South Korea	25/03/2022	Approve Stock Option Plan Grants	Approve Stock Option Grants	For	For	A vote FOR the stock option grant is warranted because the potential dilution arising from the grant remains modest.
SK Innovation Co., Ltd.	096770	South Korea	16/09/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles of Incorporation	For	For	A vote FOR this resolution is warranted as none of the proposed amendments is contentious or problematic in nature.
SK Innovation Co., Ltd.	096770	South Korea	16/09/2021	Approve Spin-Off Agreement	Approve Split-Off Agreement	For	For	A vote FOR this resolution is recommended on the proposed split-off agreement. The strategic rationale is deemed reasonable and the overall impact on shareholders is neutral. Pursuant to the provisions of the Commercial Act (Article 530(3)), this resolution requires a two-thirds majority vote of shareholders present and over one-third of total shares entitled to voting rights.
SK Innovation Co., Ltd.	096770	South Korea	16/09/2021	Approve Financial Statements, Allocation of Income, and Discharge Directors	Approve Financial Statements and Allocation of Income	For	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval.
SK Innovation Co., Ltd.	096770	South Korea	31/03/2022	Elect Director	Elect Jang Dong-hyeon as Non-Independent Non-Executive Director	Against	Against	A vote FOR the remaining nominees is warranted given the absence of any known issues concerning the nominees.
SK Innovation Co., Ltd.	096770	South Korea	31/03/2022	Elect Director	Elect Kim Tae-jin as Outside Director	For	For	A vote FOR the remaining nominees is warranted given the absence of any known issues concerning the nominees.
SK Innovation Co., Ltd.	096770	South Korea	31/03/2022	Elect Director	Elect Park Jin-hoe as Outside Director	For	For	A vote FOR the remaining nominees is warranted given the absence of any known issues concerning the nominees.
SK Innovation Co., Ltd.	096770	South Korea	31/03/2022	Elect Member of Audit Committee	Elect Kim Tae-jin as a Member of Audit Committee	For	For	A vote FOR this item is warranted given the absence of any known issues concerning the nominee and the company's audit committee.
SK Innovation Co., Ltd.	096770	South Korea	31/03/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Total Remuneration of Inside Directors and Outside Directors	Against	Against	A vote AGAINST this item is warranted because: " The proposed remuneration limit is high relative to that of the market average; and " The company is proposing an increase without providing any reasonable justification.
Kuaishou Technology	1024	Cayman Islands	17/06/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
Kuaishou Technology	1024	Cayman Islands	17/06/2022	Elect Director	Elect Li Zhaohui as Director	Against	Against	A vote AGAINST incumbent nominee Zhaohui (Jeffrey) Li, Frank (Hurst) Lin and Dou Shen is warranted for lack of diversity on the board.
Kuaishou Technology	1024	Cayman Islands	17/06/2022	Elect Director	Elect Lin Frank (alias Lin Frank Hurst) as Director	Against	Against	A vote AGAINST incumbent nominee Zhaohui (Jeffrey) Li, Frank (Hurst) Lin and Dou Shen is warranted for lack of diversity on the board.
Kuaishou Technology	1024	Cayman Islands	17/06/2022	Elect Director	Elect Shen Dou as Director	Against	Against	A vote AGAINST incumbent nominee Zhaohui (Jeffrey) Li, Frank (Hurst) Lin and Dou Shen is warranted for lack of diversity on the board.
Kuaishou Technology	1024	Cayman Islands	17/06/2022	Approve Remuneration of Directors and/or Committee Members	Authorize Board to Fix Remuneration of Directors	For	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.
Kuaishou Technology	1024	Cayman Islands	17/06/2022	Authorize Share Repurchase Program	Authorize Repurchase of Issued Share Capital	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Kuaishou Technology	1024	Cayman Islands	17/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Against	A vote AGAINST these resolutions is warranted for the following: " The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
Kuaishou Technology	1024	Cayman Islands	17/06/2022	Authorize Reissuance of Repurchased Shares	Authorize Reissuance of Repurchased Shares	Against	Against	A vote AGAINST these resolutions is warranted for the following: " The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
Kuaishou Technology	1024	Cayman Islands	17/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
China Shenhua Energy Company Limited	1088	China	24/06/2022	Accept Financial Statements and Statutory Reports	Approve Report of the Board of Directors	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
China Shenhua Energy Company Limited	1088	China	24/06/2022	Authorize Share Repurchase Program	Approve Grant of General Mandate to the Board to Repurchase H Shares of the Company	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed H share repurchase.
China Shenhua Energy Company Limited	1088	China	24/06/2022	Accept Financial Statements and Statutory Reports	Approve Report of the Supervisory Committee	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
China Shenhua Energy Company Limited	1088	China	24/06/2022	Accept Financial Statements and Statutory Reports	Approve Audited Financial Statements	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
China Shenhua Energy Company Limited	1088	China	24/06/2022	Approve Allocation of Income and Dividends	Approve Profit Distribution Plan and Final Dividend	For	For	A vote FOR this resolution is warranted given that this is a reasonable request that is made in line with applicable laws in China.
China Shenhua Energy Company Limited	1088	China	24/06/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors and Supervisors	For	For	Director and supervisor remuneration at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director and supervisor remuneration at the company, a vote FOR this proposal is warranted.
China Shenhua Energy Company Limited	1088	China	24/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve KPMG as International Auditors and KPMG Huazhen LLP as PRC Auditors and Authorize Directors' Committee to Fix Their Remuneration	For	For	While the poor disclosure on the audit firm's remuneration is concerning, a vote against this proposal on this basis may not be in the best interest of shareholders absent evidence of potential accounting or auditing problems. As such, a vote FOR this proposal is warranted.
China Shenhua Energy Company Limited	1088	China	24/06/2022	Elect Director	Elect Lv Zhiren as Director	For	For	A vote FOR Zhiren Lv is warranted given the absence of any known issues concerning him.
China Shenhua Energy Company Limited	1088	China	24/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Tang Xiaoming as Supervisor	For	For	In the absence of any known issues relating to the nominee, a vote FOR his election is warranted.
China Shenhua Energy Company Limited	1088	China	24/06/2022	Approve Transaction with a Related Party	Approve Revision of Annual Caps under the New Mutual Coal Supply Agreement and New Mutual Supplies and Service Agreement	For	For	A vote FOR this proposal is warranted given: " the transactions to be contemplated under this proposal are within the ordinary and usual course of the company's business and are on normal commercial terms; and " the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.

China Shenhua Energy Company Limited	1088	China	24/06/2022	Authorize Share Repurchase Program	Approve Grant of General Mandate to the Board to Repurchase H Shares of the Company	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed H share repurchase.
Hang Seng Bank Ltd.	11	Hong Kong	5/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
Hang Seng Bank Ltd.	11	Hong Kong	5/05/2022	Elect Director	Elect Diana Cesar as Director	For	For	A vote FOR all nominees is warranted.
Hang Seng Bank Ltd.	11	Hong Kong	5/05/2022	Elect Director	Elect Cordelia Chung as Director	For	For	A vote FOR all nominees is warranted.
Hang Seng Bank Ltd.	11	Hong Kong	5/05/2022	Elect Director	Elect Clement K M Kwok as Director	For	For	A vote FOR all nominees is warranted.
Hang Seng Bank Ltd.	11	Hong Kong	5/05/2022	Elect Director	Elect David Y C Liao as Director	For	For	A vote FOR all nominees is warranted.
Hang Seng Bank Ltd.	11	Hong Kong	5/05/2022	Elect Director	Elect Xiao Bin Wang as Director	For	For	A vote FOR all nominees is warranted.
Hang Seng Bank Ltd.	11	Hong Kong	5/05/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
Hang Seng Bank Ltd.	11	Hong Kong	5/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Issued Share Capital	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Hang Seng Bank Ltd.	11	Hong Kong	5/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Against	A vote AGAINST this resolution is warranted for the following: * The share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
Hang Seng Bank Ltd.	11	Hong Kong	5/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles of Association	For	For	A vote FOR this proposal is warranted given that the proposed amendment is in accordance with the relevant laws and regulations governing the bank and the amendments are deemed non-contentious in nature.
Malayan Banking Berhad	1155	Malaysia	14/04/2022	Elect Director	Elect Cheng Kee Chek as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Malayan Banking Berhad	1155	Malaysia	14/04/2022	Adopt/Amend Dividend Reinvestment Plan	Approve Issuance of New Ordinary Shares Under the Dividend Reinvestment Plan	For	For	A vote FOR this resolution is warranted.
Malayan Banking Berhad	1155	Malaysia	14/04/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Constitution	For	For	A vote FOR this resolution is warranted.
Malayan Banking Berhad	1155	Malaysia	14/04/2022	Elect Director	Elect Puan Fauziah Hisham as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Malayan Banking Berhad	1155	Malaysia	14/04/2022	Elect Director	Elect Enock Shariffuddin Khalid as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Malayan Banking Berhad	1155	Malaysia	14/04/2022	Elect Director	Elect Hasnita Dato' Hashim as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Malayan Banking Berhad	1155	Malaysia	14/04/2022	Elect Director	Elect Shirley Goh as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Malayan Banking Berhad	1155	Malaysia	14/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Directors' Fees	For	For	A vote FOR these resolutions is warranted.
Malayan Banking Berhad	1155	Malaysia	14/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Directors' Benefits	For	For	A vote FOR these resolutions is warranted.
Malayan Banking Berhad	1155	Malaysia	14/04/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
Malayan Banking Berhad	1155	Malaysia	14/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights in Any Amount Up to Ten Percent of Issued Share Capital	For	For	A vote FOR this resolution is warranted.
AIA Group Limited	1299	Hong Kong	19/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
AIA Group Limited	1299	Hong Kong	19/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
AIA Group Limited	1299	Hong Kong	19/05/2022	Elect Director	Elect Sun Jie (Jane) as Director	For	For	A vote FOR all nominees is warranted.
AIA Group Limited	1299	Hong Kong	19/05/2022	Elect Director	Elect George Yong-Boon Yeo as Director	For	For	A vote FOR all nominees is warranted.
AIA Group Limited	1299	Hong Kong	19/05/2022	Elect Director	Elect Swee-Lian Teo as Director	For	For	A vote FOR all nominees is warranted.
AIA Group Limited	1299	Hong Kong	19/05/2022	Elect Director	Elect Narongchai Akrasanee as Director	For	For	A vote FOR all nominees is warranted.
AIA Group Limited	1299	Hong Kong	19/05/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
AIA Group Limited	1299	Hong Kong	19/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For	A vote FOR this resolution is warranted for the following: * The share issuance limit is 10 percent of the relevant class of shares. * The company has specified a discount limit which is 10 percent.
AIA Group Limited	1299	Hong Kong	19/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Issued Share Capital	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Kunlun Energy Company Limited	135	Bermuda	25/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
Kunlun Energy Company Limited	135	Bermuda	25/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
Kunlun Energy Company Limited	135	Bermuda	25/05/2022	Elect Director	Elect Liu Xiao Feng as Director	Against	Against	A vote AGAINST incumbent Nominating Committee members Xiao Feng Liu and Patrick Sun is warranted for lack of diversity on the board.
Kunlun Energy Company Limited	135	Bermuda	25/05/2022	Elect Director	Elect Sun Patrick as Director	Against	Against	A vote AGAINST incumbent Nominating Committee members Xiao Feng Liu and Patrick Sun is warranted for lack of diversity on the board.
Kunlun Energy Company Limited	135	Bermuda	25/05/2022	Approve Remuneration of Directors and/or Committee Members	Authorize Board to Fix Remuneration of Directors	For	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.
Kunlun Energy Company Limited	135	Bermuda	25/05/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
Kunlun Energy Company Limited	135	Bermuda	25/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
Kunlun Energy Company Limited	135	Bermuda	25/05/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Kunlun Energy Company Limited	135	Bermuda	25/05/2022	Authorize Reissuance of Repurchased Shares	Authorize Reissuance of Repurchased Shares	Against	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
Industrial & Commercial Bank of China Limited	1398	China	23/06/2022	Accept Financial Statements and Statutory Reports	Approve Work Report of the Board of Directors	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
Industrial & Commercial Bank of China Limited	1398	China	23/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Liu Lanbiao as Supervisor	For	For	In the absence of any known issues relating to the nominee, a vote FOR his election is warranted.
Industrial & Commercial Bank of China Limited	1398	China	23/06/2022	Amend Articles of Association Regarding Party Committee	Amend Articles of Association	Against	Against	A vote AGAINST is warranted because the proposed articles amendments are not considered to adequately provide for accountability and transparency to shareholders, and the bank has a track record of calling a shareholder meeting with short notice and the amendments would permit the company to call certain meetings with shorter notice period, thereby providing limited time for shareholders to review complex proposals.
Industrial & Commercial Bank of China Limited	1398	China	23/06/2022	Accept Financial Statements and Statutory Reports	Approve Work Report of the Board of Supervisors	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
Industrial & Commercial Bank of China Limited	1398	China	23/06/2022	Accept Financial Statements and Statutory Reports	Approve Audited Accounts	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
Industrial & Commercial Bank of China Limited	1398	China	23/06/2022	Approve Allocation of Income and Dividends	Approve Profit Distribution Plan	For	For	A vote FOR this resolution is warranted given that this is a reasonable request that is made in line with applicable laws in China.
Industrial & Commercial Bank of China Limited	1398	China	23/06/2022	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	Approve Fixed Asset Investment Budget	For	For	A vote FOR this proposal is warranted given the absence of any issues concerning the handling and use of funds by the company.
Industrial & Commercial Bank of China Limited	1398	China	23/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Domestic External Auditor and Deloitte Touche Tohmatsu as International External Auditor and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firms, its remuneration, and the way the audit was conducted.
Industrial & Commercial Bank of China Limited	1398	China	23/06/2022	Elect Director	Elect Chen Siqing as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Industrial & Commercial Bank of China Limited	1398	China	23/06/2022	Elect Director	Elect Norman Chan Tak Lam as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Industrial & Commercial Bank of China Limited	1398	China	23/06/2022	Elect Director	Elect Fred Zuli Hu as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
INPEX Corp.	1605	Japan	25/03/2022	Approve Allocation of Income and Class Share Dividends	Approve Allocation of Income, with a Final Dividend of JPY 11,200 for Class Ko Shares and JPY 26 for Ordinary Shares	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
INPEX Corp.	1605	Japan	25/03/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
INPEX Corp.	1605	Japan	25/03/2022	Elect Director	Elect Director Kitamura, Toshiaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
INPEX Corp.	1605	Japan	25/03/2022	Elect Director	Elect Director Nishimura, Atsuko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
INPEX Corp.	1605	Japan	25/03/2022	Elect Director	Elect Director Nishikawa, Tomo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
INPEX Corp.	1605	Japan	25/03/2022	Elect Director	Elect Director Morimoto, Hideka	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
INPEX Corp.	1605	Japan	25/03/2022	Elect Director	Elect Director Ueda, Takayuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
INPEX Corp.	1605	Japan	25/03/2022	Elect Director	Elect Director Ikeda, Takahiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
INPEX Corp.	1605	Japan	25/03/2022	Elect Director	Elect Director Kawano, Kenji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
INPEX Corp.	1605	Japan	25/03/2022	Elect Director	Elect Director Kittaka, Kimihisa	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
INPEX Corp.	1605	Japan	25/03/2022	Elect Director	Elect Director Sase, Nobuharu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
INPEX Corp.	1605	Japan	25/03/2022	Elect Director	Elect Director Yamada, Daisuke	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
INPEX Corp.	1605	Japan	25/03/2022	Elect Director	Elect Director Yanai, Jun	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
INPEX Corp.	1605	Japan	25/03/2022	Elect Director	Elect Director Ito, Norinao	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.

INPEX Corp.	1605	Japan	25/03/2022	Approve Annual Bonus Payment for Directors and Statutory Auditors	Approve Annual Bonus	For	For	A vote FOR the proposal is warranted because: "The total proposed amount of the bonuses is not excessively high.
INPEX Corp.	1605	Japan	25/03/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Compensation Ceiling for Directors	For	For	A vote FOR this proposal is warranted because: " Financial performance does not imply that the company has failed to conduct business in the interests of shareholders." The size of the proposed ceiling cannot be regarded as excessively high.
INPEX Corp.	1605	Japan	25/03/2022	Approve Increase in Aggregate Compensation Ceiling for Statutory Auditors	Approve Compensation Ceiling for Statutory Auditors	For	For	A vote FOR this proposal is warranted because: " The size of the proposed ceiling cannot be regarded as high.
INPEX Corp.	1605	Japan	25/03/2022	Approve Restricted Stock Plan	Approve Trust-Type Equity Compensation Plan	For	For	A vote FOR this proposal is warranted because: " This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Unibail-Rodamco-Westfield NV		Netherlands	22/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted, although the following concerns are raised: " It is difficult to ascertain the alignment between pay and performance regarding the bonus payouts given the impact of the closures of shopping centers on the company's results. " Under the 2021 LTI grant, it is difficult to ascertain that the CSR sub-criteria are challenging enough. The main reasons for support are: " The CSR sub-criteria only weigh 10 percent of the LTI grant structure, which limits the risk to reward failure. " The absence of any other significant concern and comprehensive retrospective disclosure on the STI outcomes.
Unibail-Rodamco-Westfield NV		Netherlands	22/06/2022	Authorize Share Repurchase Program	Authorize Repurchase of Shares	For	For	A vote FOR is warranted because: " This proposal is in line with commonly used safeguards regarding volume; " The authorization would allow Unibail-Rodamco-Westfield N.V. to repurchase up to 10 percent of the outstanding share capital.
Unibail-Rodamco-Westfield NV		Netherlands	22/06/2022	Approve Reduction in Share Capital	Approve Cancellation of Shares	For	For	A vote FOR is warranted because the cancellation of shares is in shareholders' interests.
Unibail-Rodamco-Westfield NV		Netherlands	22/06/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR is warranted as the proposed amendment(s) as well as the overall structure of the remuneration policy are considered to be in line with market practice and no further concerns were identified.
Unibail-Rodamco-Westfield NV		Netherlands	22/06/2022	Accept Financial Statements and Statutory Reports	Adopt Financial Statements and Statutory Reports	For	For	A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
Unibail-Rodamco-Westfield NV		Netherlands	22/06/2022	Approve Discharge of Management Board	Approve Discharge of Management Board	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
Unibail-Rodamco-Westfield NV		Netherlands	22/06/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
Unibail-Rodamco-Westfield NV		Netherlands	22/06/2022	Approve Executive Appointment	Reelect Gerard Sieben to Management Board	For	For	A vote FOR this election is warranted because: " The nominee is elected for a term not exceeding four years; " The candidate appears to possess the necessary qualifications for board membership; and " There is no known controversy concerning the candidate.
Unibail-Rodamco-Westfield NV		Netherlands	22/06/2022	Elect Supervisory Board Member	Reelect Jean-Louis Laurens to Supervisory Board	For	For	A vote FOR the election of Jean-Louis Laurens is warranted because: " The nominee is elected for a period not exceeding four years; " The candidate appears to possess the necessary qualifications for board membership; and " There is no known controversy concerning the candidate.
Unibail-Rodamco-Westfield NV		Netherlands	22/06/2022	Elect Supervisory Board Member	Reelect Aline Taireh to Supervisory Board	Against	Against	A vote FOR the election of Jean-Louis Laurens is warranted because: " The nominee is elected for a period not exceeding four years; " The candidate appears to possess the necessary qualifications for board membership; and " There is no known controversy concerning the candidate.
Unibail-Rodamco-Westfield NV		Netherlands	22/06/2022	Ratify Auditors	Ratify Deloitte Accountants B.V. as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Unibail-Rodamco-Westfield NV		Netherlands	22/06/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Discuss Annual Report	For	For	No vote is required for this item.
Unibail-Rodamco-Westfield NV		Netherlands	22/06/2022	Miscellaneous Proposal: Company-Specific	Receive Explanation on Dividend Policy	For	For	This is a non-voting item.
Xiaomi Corporation	1810	Cayman Islands	2/06/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
Xiaomi Corporation	1810	Cayman Islands	2/06/2022	Adopt New Articles of Association/Charter	Adopt New Memorandum and Articles of Association	For	For	A vote FOR this resolution is warranted given the following: " The adoption of new M&AA would provide additional means for shareholders to participate in general meetings and are in line with the relevant rules and regulations that govern the company. " The changes to the company's M&AA would improve the company's corporate governance practices and enhance shareholders' rights.
Xiaomi Corporation	1810	Cayman Islands	2/06/2022	Elect Director	Elect Lei Jun as Director	For	For	A vote AGAINST incumbent Nominating Committee chair Wai Cheung (Timothy) Tong is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Xiaomi Corporation	1810	Cayman Islands	2/06/2022	Elect Director	Elect Lin Bin as Director	For	For	A vote AGAINST incumbent Nominating Committee chair Wai Cheung (Timothy) Tong is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Xiaomi Corporation	1810	Cayman Islands	2/06/2022	Elect Director	Elect Tong Wai Cheung Timothy as Director	Against	Against	A vote AGAINST incumbent Nominating Committee chair Wai Cheung (Timothy) Tong is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Xiaomi Corporation	1810	Cayman Islands	2/06/2022	Approve Remuneration of Directors and/or Committee Members	Authorize Board to Fix Remuneration of Directors	For	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.
Xiaomi Corporation	1810	Cayman Islands	2/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
Xiaomi Corporation	1810	Cayman Islands	2/06/2022	Authorize Share Repurchase Program	Authorize Repurchase of Issued Share Capital	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Xiaomi Corporation	1810	Cayman Islands	2/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Against	A vote AGAINST these resolutions is warranted for the following: " The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. " The company has not specified the discount limit.
Xiaomi Corporation	1810	Cayman Islands	2/06/2022	Authorize Reissuance of Repurchased Shares	Authorize Reissuance of Repurchased Shares	Against	Against	A vote AGAINST these resolutions is warranted for the following: " The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. " The company has not specified the discount limit.
Daito Trust Construction Co., Ltd.	1878	Japan	28/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 275	Against	Against	A vote AGAINST this resolution is warranted because: " It will be inappropriate to make final dividend payments before audited financial statements are made available.
Daito Trust Construction Co., Ltd.	1878	Japan	28/06/2022	Amend Articles to: (Japan)	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
SenseTime Group, Inc.	20	China	24/06/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
SenseTime Group, Inc.	20	China	24/06/2022	Adopt New Articles of Association/Charter	Adopt Amended and Restated Memorandum and Articles of Association	For	For	Given that the amendments are mainly proposed to reflect changes in the relevant laws and regulations and that overall, the amendments would enhance shareholders' rights, a vote FOR this proposal is warranted.
SenseTime Group, Inc.	20	China	24/06/2022	Elect Director	Elect Xu Li as Director	For	For	A vote FOR all nominees is warranted.
SenseTime Group, Inc.	20	China	24/06/2022	Elect Director	Elect Wang Xiagiang as Director	For	For	A vote FOR all nominees is warranted.
SenseTime Group, Inc.	20	China	24/06/2022	Elect Director	Elect Fan Yuanjuan as Director	For	For	A vote FOR all nominees is warranted.
SenseTime Group, Inc.	20	China	24/06/2022	Approve Remuneration of Directors and/or Committee Members	Authorize Board to Fix Remuneration of Directors	For	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.
SenseTime Group, Inc.	20	China	24/06/2022	Authorize Share Repurchase Program	Authorize Repurchase of Issued Share Capital	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
SenseTime Group, Inc.	20	China	24/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Against	A vote AGAINST these resolutions is warranted for the following: " The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. " The company has not specified the discount limit.
SenseTime Group, Inc.	20	China	24/06/2022	Authorize Reissuance of Repurchased Shares	Authorize Reissuance of Repurchased Shares	Against	Against	A vote AGAINST these resolutions is warranted for the following: " The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. " The company has not specified the discount limit.
SenseTime Group, Inc.	20	China	24/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
Samsung BioLogics Co., Ltd.	207940	South Korea	29/03/2022	Approve Financial Statements, Allocation of Income, and Discharge Directors	Approve Financial Statements and Allocation of Income	For	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval.
Samsung BioLogics Co., Ltd.	207940	South Korea	29/03/2022	Elect Director	Elect Kim Dong-jung as Inside Director	Against	Against	Votes AGAINST Dong-jung Kim (Item 4) are warranted. While the court's ruling on the administrative lawsuit filed against the regulator's sanction as well as the indicted charges on embezzlement and destruction of evidence have yet to be heard, the severity of the issue raises serious concern on the director qualification and ability to perform fiduciary duties.Votes AGAINST Geun-nyeong Heo (Item 2.2, 4.1), Jae-wan Park (Item 2.3), and Eunice Hyunghee Kim (Item 4.2) are warranted, as their record of inaction to remove problematic directors is indicative of material failure of governance and oversight at the company.The company is involved in moderate to severe ESG controversies. Samsung BioLogics Co., Ltd faces allegations of failing to prevent accounting fraud in South Korea. Source: ISS ESG research dated August 19, 2021.
Samsung BioLogics Co., Ltd.	207940	South Korea	29/03/2022	Elect Director	Elect Heo Geun-nyeong as Outside Director	Against	Against	Votes AGAINST Dong-jung Kim (Item 4) are warranted. While the court's ruling on the administrative lawsuit filed against the regulator's sanction as well as the indicted charges on embezzlement and destruction of evidence have yet to be heard, the severity of the issue raises serious concern on the director qualification and ability to perform fiduciary duties.Votes AGAINST Geun-nyeong Heo (Item 2.2, 4.1), Jae-wan Park (Item 2.3), and Eunice Hyunghee Kim (Item 4.2) are warranted, as their record of inaction to remove problematic directors is indicative of material failure of governance and oversight at the company.The company is involved in moderate to severe ESG controversies. Samsung BioLogics Co., Ltd faces allegations of failing to prevent accounting fraud in South Korea. Source: ISS ESG research dated August 19, 2021.
Samsung BioLogics Co., Ltd.	207940	South Korea	29/03/2022	Elect Director	Elect Park Jae-wan as Outside Director	Against	Against	Votes AGAINST Dong-jung Kim (Item 4) are warranted. While the court's ruling on the administrative lawsuit filed against the regulator's sanction as well as the indicted charges on embezzlement and destruction of evidence have yet to be heard, the severity of the issue raises serious concern on the director qualification and ability to perform fiduciary duties.Votes AGAINST Geun-nyeong Heo (Item 2.2, 4.1), Jae-wan Park (Item 2.3), and Eunice Hyunghee Kim (Item 4.2) are warranted, as their record of inaction to remove problematic directors is indicative of material failure of governance and oversight at the company.The company is involved in moderate to severe ESG controversies. Samsung BioLogics Co., Ltd faces allegations of failing to prevent accounting fraud in South Korea. Source: ISS ESG research dated August 19, 2021.
Samsung BioLogics Co., Ltd.	207940	South Korea	29/03/2022	Elect Director	Elect Lee Chang-woo as Outside Director to Serve as an Audit Committee Member	For	For	Votes AGAINST Dong-jung Kim (Item 4) are warranted. While the court's ruling on the administrative lawsuit filed against the regulator's sanction as well as the indicted charges on embezzlement and destruction of evidence have yet to be heard, the severity of the issue raises serious concern on the director qualification and ability to perform fiduciary duties.Votes AGAINST Geun-nyeong Heo (Item 2.2, 4.1), Jae-wan Park (Item 2.3), and Eunice Hyunghee Kim (Item 4.2) are warranted, as their record of inaction to remove problematic directors is indicative of material failure of governance and oversight at the company.The company is involved in moderate to severe ESG controversies. Samsung BioLogics Co., Ltd faces allegations of failing to prevent accounting fraud in South Korea. Source: ISS ESG research dated August 19, 2021.
Samsung BioLogics Co., Ltd.	207940	South Korea	29/03/2022	Elect Member of Audit Committee	Elect Heo Geun-nyeong as a Member of Audit Committee	Against	Against	We recommend to vote AGAINST Geun-nyeong Heo and Eunice Kyunghie Kim (Items 4.1 and 4.2), as their inaction to remove the concerned directors (discussed in the director election section of this report) is indicative of a material failure of governance and oversight at the company.
Samsung BioLogics Co., Ltd.	207940	South Korea	29/03/2022	Elect Member of Audit Committee	Elect Kim Eunice Kyunghie as a Member of Audit Committee	Against	Against	We recommend to vote AGAINST Geun-nyeong Heo and Eunice Kyunghie Kim (Items 4.1 and 4.2), as their inaction to remove the concerned directors (discussed in the director election section of this report) is indicative of a material failure of governance and oversight at the company.
Samsung BioLogics Co., Ltd.	207940	South Korea	29/03/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	A vote FOR this item is warranted because:" The company is not proposing an increase in the directors' remuneration limit; and " The level of the directors' remuneration cap is high relative to the market average but is within a reasonable range.
Nihon M&A Center Holdings Inc.	2127	Japan	23/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 9	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns with the level of the proposed dividend.

Nihon M&A Center Holdings Inc.	2127	Japan	23/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Amend Provisions on Number of Directors	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Nihon M&A Center Holdings Inc.	2127	Japan	23/06/2022	Elect Director	Elect Director Wakebayashi, Yasuhiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nihon M&A Center Holdings Inc.	2127	Japan	23/06/2022	Elect Director	Elect Director Takeuchi, Minako	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nihon M&A Center Holdings Inc.	2127	Japan	23/06/2022	Elect Director	Elect Director Keneth George Smith	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nihon M&A Center Holdings Inc.	2127	Japan	23/06/2022	Elect Director	Elect Director Nishikido, Keichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nihon M&A Center Holdings Inc.	2127	Japan	23/06/2022	Elect Director	Elect Director Miyake, Suguru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nihon M&A Center Holdings Inc.	2127	Japan	23/06/2022	Elect Director	Elect Director Naraki, Takamaro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nihon M&A Center Holdings Inc.	2127	Japan	23/06/2022	Elect Director	Elect Director Otsuki, Masahiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nihon M&A Center Holdings Inc.	2127	Japan	23/06/2022	Elect Director	Elect Director Takeuchi, Naoki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nihon M&A Center Holdings Inc.	2127	Japan	23/06/2022	Elect Director	Elect Director Watanabe, Tsuneno	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nihon M&A Center Holdings Inc.	2127	Japan	23/06/2022	Elect Director	Elect Director Kumagai, Hideyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nihon M&A Center Holdings Inc.	2127	Japan	23/06/2022	Elect Director	Elect Director Mori, Tokihiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nihon M&A Center Holdings Inc.	2127	Japan	23/06/2022	Elect Director	Elect Director Anna Dingley	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful because outside directors are not required in the category of "directors who are not audit committee members."
Nihon M&A Center Holdings Inc.	2127	Japan	23/06/2022	Elect Director	Elect Director and Audit Committee Member Hirayama, Iwao	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nihon M&A Center Holdings Inc.	2127	Japan	23/06/2022	Elect Director	Elect Director and Audit Committee Member Yamada, Yoshinori	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nihon M&A Center Holdings Inc.	2127	Japan	23/06/2022	Elect Director	Elect Director and Audit Committee Member Matsunaga, Takayuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nihon M&A Center Holdings Inc.	2127	Japan	23/06/2022	Elect Alternate/Deputy Directors	Elect Alternate Director and Audit Committee Member Shiga, Katsumasa	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
CALBEE, Inc.	2229	Japan	22/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 52	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
CALBEE, Inc.	2229	Japan	22/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
CALBEE, Inc.	2229	Japan	22/06/2022	Elect Director	Elect Director Ito, Shuji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
CALBEE, Inc.	2229	Japan	22/06/2022	Elect Director	Elect Director Ehara, Makoto	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
CALBEE, Inc.	2229	Japan	22/06/2022	Elect Director	Elect Director Kikuchi, Koichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
CALBEE, Inc.	2229	Japan	22/06/2022	Elect Director	Elect Director Mogi, Yuzaburo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
CALBEE, Inc.	2229	Japan	22/06/2022	Elect Director	Elect Director Takahara, Takahisa	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
CALBEE, Inc.	2229	Japan	22/06/2022	Elect Director	Elect Director Fukushima, Atsuko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
CALBEE, Inc.	2229	Japan	22/06/2022	Elect Director	Elect Director Miyachi, Yoshihiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
CALBEE, Inc.	2229	Japan	22/06/2022	Elect Director	Elect Director Wern Yuen Tan	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
CALBEE, Inc.	2229	Japan	22/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Okafuji, Yumiko	For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
CALBEE, Inc.	2229	Japan	22/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Demura, Taizo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
CALBEE, Inc.	2229	Japan	22/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Mataichi, Yoshio	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
CALBEE, Inc.	2229	Japan	22/06/2022	Approve Annual Bonus Payment for Directors and Statutory Auditors	Approve Annual Bonus	For	For	A vote FOR the proposal is warranted because: * The total proposed amount of the bonuses is not excessively high.
CALBEE, Inc.	2229	Japan	22/06/2022	Approve Retirement Bonuses for Statutory Auditors	Approve Statutory Auditor Retirement Bonus	For	For	A vote FOR this proposal is warranted because: * The amount is disclosed and cannot be regarded as excessive, although the recipient is an outsider.
Yakult Honsha Co., Ltd.	2267	Japan	22/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Yakult Honsha Co., Ltd.	2267	Japan	22/06/2022	Elect Director	Elect Director Narita, Hiroshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Yakult Honsha Co., Ltd.	2267	Japan	22/06/2022	Elect Director	Elect Director Yasuda, Ryuji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Yakult Honsha Co., Ltd.	2267	Japan	22/06/2022	Elect Director	Elect Director Tobe, Naoko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Yakult Honsha Co., Ltd.	2267	Japan	22/06/2022	Elect Director	Elect Director Shimo, Katsuyoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Yakult Honsha Co., Ltd.	2267	Japan	22/06/2022	Elect Director	Elect Director Nagasawa, Yumiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Yakult Honsha Co., Ltd.	2267	Japan	22/06/2022	Elect Director	Elect Director Naito, Manabu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Yakult Honsha Co., Ltd.	2267	Japan	22/06/2022	Elect Director	Elect Director Akutsu, Satoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Yakult Honsha Co., Ltd.	2267	Japan	22/06/2022	Elect Director	Elect Director Wakabayashi, Hiroshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Yakult Honsha Co., Ltd.	2267	Japan	22/06/2022	Elect Director	Elect Director Ishikawa, Fumiyasu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Yakult Honsha Co., Ltd.	2267	Japan	22/06/2022	Elect Director	Elect Director Doi, Akifumi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Yakult Honsha Co., Ltd.	2267	Japan	22/06/2022	Elect Director	Elect Director Hayashida, Tetsuya	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Yakult Honsha Co., Ltd.	2267	Japan	22/06/2022	Elect Director	Elect Director Ito, Masanori	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Yakult Honsha Co., Ltd.	2267	Japan	22/06/2022	Elect Director	Elect Director Hirano, Susumu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Yakult Honsha Co., Ltd.	2267	Japan	22/06/2022	Elect Director	Elect Director Imada, Masao	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Yakult Honsha Co., Ltd.	2267	Japan	22/06/2022	Elect Director	Elect Director Hirano, Koichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Wuxi Biologics (Cayman) Inc.	2269	Cayman Islands	10/06/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
Wuxi Biologics (Cayman) Inc.	2269	Cayman Islands	10/06/2022	Approve Share Plan Grant	Approve Grant of Connected Restricted Shares Pursuant to the Scheme to William Robert Keller	Against	Against	A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the schemes, together with the outstanding options from the company's pre-IPO share option scheme, exceed 5 percent of the company's issued capital. * The company has not disclosed the details of the performance conditions attached to the vesting of restricted shares granted or to be granted under the schemes. * The directors eligible to receive restricted shares under the company's restricted share award scheme are involved in the administration of the scheme.
Wuxi Biologics (Cayman) Inc.	2269	Cayman Islands	10/06/2022	Approve Share Plan Grant	Approve Grant of Connected Restricted Shares Pursuant to the Scheme to Teh-Ming Walter Kwak	Against	Against	A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the schemes, together with the outstanding options from the company's pre-IPO share option scheme, exceed 5 percent of the company's issued capital. * The company has not disclosed the details of the performance conditions attached to the vesting of restricted shares granted or to be granted under the schemes. * The directors eligible to receive restricted shares under the company's restricted share award scheme are involved in the administration of the scheme.
Wuxi Biologics (Cayman) Inc.	2269	Cayman Islands	10/06/2022	Approve Share Plan Grant	Approve Grant of Connected Restricted Shares Pursuant to the Scheme to Kenneth Walton Hitchner III	Against	Against	A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the schemes, together with the outstanding options from the company's pre-IPO share option scheme, exceed 5 percent of the company's issued capital. * The company has not disclosed the details of the performance conditions attached to the vesting of restricted shares granted or to be granted under the schemes. * The directors eligible to receive restricted shares under the company's restricted share award scheme are involved in the administration of the scheme.
Wuxi Biologics (Cayman) Inc.	2269	Cayman Islands	10/06/2022	Approve Share Plan Grant	Approve Grant of Connected Restricted Shares Pursuant to the Scheme and Program to Angus Scott Marshall Turner	Against	Against	A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the schemes, together with the outstanding options from the company's pre-IPO share option scheme, exceed 5 percent of the company's issued capital. * The company has not disclosed the details of the performance conditions attached to the vesting of restricted shares granted or to be granted under the schemes. * The directors eligible to receive restricted shares under the company's restricted share award scheme are involved in the administration of the scheme.
Wuxi Biologics (Cayman) Inc.	2269	Cayman Islands	10/06/2022	Approve Share Plan Grant	Approve Grant of Connected Restricted Shares Pursuant to the Scheme and Program to Brendan McGrath	Against	Against	A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the schemes, together with the outstanding options from the company's pre-IPO share option scheme, exceed 5 percent of the company's issued capital. * The company has not disclosed the details of the performance conditions attached to the vesting of restricted shares granted or to be granted under the schemes. * The directors eligible to receive restricted shares under the company's restricted share award scheme are involved in the administration of the scheme.
Wuxi Biologics (Cayman) Inc.	2269	Cayman Islands	10/06/2022	Approve Share Plan Grant	Approve Grant of Share Options Pursuant to the Scheme to Jincal Li	Against	Against	A vote AGAINST this resolution is warranted given the following reasons: * The relevant subsidiaries of the company could be considered mature companies, and the limit under the proposed schemes exceeds 5 percent of the issued capital of the relevant subsidiaries; * The absence of challenging performance criteria and meaningful vesting periods; and * The directors eligible to receive options under the relevant schemes are involved in the administration of the schemes.
Wuxi Biologics (Cayman) Inc.	2269	Cayman Islands	10/06/2022	Approve Share Plan Grant	Approve Grant of Share Options Pursuant to the Scheme to Jian Dong	Against	Against	A vote AGAINST this resolution is warranted given the following reasons: * The relevant subsidiaries of the company could be considered mature companies, and the limit under the proposed schemes exceeds 5 percent of the issued capital of the relevant subsidiaries; * The absence of challenging performance criteria and meaningful vesting periods; and * The directors eligible to receive options under the relevant schemes are involved in the administration of the schemes.
Wuxi Biologics (Cayman) Inc.	2269	Cayman Islands	10/06/2022	Adopt New Articles of Association/Charter	Adopt Second Amended and Restated Memorandum and Articles of Association	For	For	A vote FOR this resolution is warranted given the following: * The adoption of new M&AA would provide additional means for shareholders to participate in general meetings and are in line with the relevant rules and regulations that govern the company. * The changes to the company's M&AA would improve the company's corporate governance practices and enhance shareholders' rights.
Wuxi Biologics (Cayman) Inc.	2269	Cayman Islands	10/06/2022	Elect Director	Elect Weichang Zhou as Director	Against	Against	A vote AGAINST the election of Non-Independent Director Nominees Yanling Cao, Yibing Wu, and Weichang Zhou is warranted as the board is less than one-third independent under Sustainability Advisory Services' classification of directors.
Wuxi Biologics (Cayman) Inc.	2269	Cayman Islands	10/06/2022	Elect Director	Elect Yibing Wu as Director	Against	Against	A vote AGAINST the election of Non-Independent Director Nominees Yanling Cao, Yibing Wu, and Weichang Zhou is warranted as the board is less than one-third independent under Sustainability Advisory Services' classification of directors.
Wuxi Biologics (Cayman) Inc.	2269	Cayman Islands	10/06/2022	Elect Director	Elect Yanling Cao as Director	Against	Against	A vote AGAINST the election of Non-Independent Director Nominees Yanling Cao, Yibing Wu, and Weichang Zhou is warranted as the board is less than one-third independent under Sustainability Advisory Services' classification of directors.

Wuxi Biologics (Cayman) Inc.	2269	Cayman Islands	10/06/2022	Approve Remuneration of Directors and/or Committee Members	Authorize Board to Fix Remuneration of Directors	For	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.
Wuxi Biologics (Cayman) Inc.	2269	Cayman Islands	10/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
Wuxi Biologics (Cayman) Inc.	2269	Cayman Islands	10/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Against	A vote AGAINST this resolution is warranted given the company has not specified the discount limit for shares to be issued for non-cash consideration.
Wuxi Biologics (Cayman) Inc.	2269	Cayman Islands	10/06/2022	Authorize Share Repurchase Program	Authorize Repurchase of Issued Share Capital	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Wuxi Biologics (Cayman) Inc.	2269	Cayman Islands	10/06/2022	Approve Share Plan Grant	Approve Grant of Specific Mandate to the Directors to Issue Connected Restricted Shares	Against	Against	A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the schemes, together with the outstanding options from the company's pre-IPO share option scheme, exceed 5 percent of the company's issued capital. * The company has not disclosed the details of the performance conditions attached to the vesting of restricted shares granted or to be granted under the schemes. * The directors eligible to receive restricted shares under the company's restricted share award scheme are involved in the administration of the scheme.
Wuxi Biologics (Cayman) Inc.	2269	Cayman Islands	10/06/2022	Approve Share Plan Grant	Approve Grant of Connected Restricted Shares Pursuant to the Scheme and Program to Zhisheng Chen	Against	Against	A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the schemes, together with the outstanding options from the company's pre-IPO share option scheme, exceed 5 percent of the company's issued capital. * The company has not disclosed the details of the performance conditions attached to the vesting of restricted shares granted or to be granted under the schemes. * The directors eligible to receive restricted shares under the company's restricted share award scheme are involved in the administration of the scheme.
Wuxi Biologics (Cayman) Inc.	2269	Cayman Islands	10/06/2022	Approve Share Plan Grant	Approve Grant of Connected Restricted Shares Pursuant to the Scheme and Program to Weichang Zhou	Against	Against	A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the schemes, together with the outstanding options from the company's pre-IPO share option scheme, exceed 5 percent of the company's issued capital. * The company has not disclosed the details of the performance conditions attached to the vesting of restricted shares granted or to be granted under the schemes. * The directors eligible to receive restricted shares under the company's restricted share award scheme are involved in the administration of the scheme.
Lite-On Technology Corp.	2301	Taiwan	20/05/2022	Accept Financial Statements and Statutory Reports	Approve Financial Statements	For	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
Lite-On Technology Corp.	2301	Taiwan	20/05/2022	Allow Directors to Engage in Commercial Transactions with the Company and/or Be Involved with Other Companies	Approve Release of Restrictions of Competitive Activities of Directors	For	For	A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.
Lite-On Technology Corp.	2301	Taiwan	20/05/2022	Approve Allocation of Income and Dividends	Approve Profit Distribution	For	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Lite-On Technology Corp.	2301	Taiwan	20/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Approve Amendments to Articles of Association	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on operational needs.
Lite-On Technology Corp.	2301	Taiwan	20/05/2022	Approve/Amend Regulations on General Meetings	Amend Rules and Procedures Regarding Shareholder's General Meeting	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on operational needs.
Lite-On Technology Corp.	2301	Taiwan	20/05/2022	Adopt/Amend Nomination Procedures for the Board	Amend Rules and Procedures for Election of Directors	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on operational needs.
Lite-On Technology Corp.	2301	Taiwan	20/05/2022	Amend Articles/Bylaws/Charter -- Organization-Related	Amend Procedures Governing the Acquisition or Disposal of Assets	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on operational needs.
Lite-On Technology Corp.	2301	Taiwan	20/05/2022	Approve Restricted Stock Plan	Approve Issuance of Restricted Stocks	For	For	A vote FOR is warranted because: * the proposed scheme has a reasonable vesting period and contains reasonable criteria for the selection of eligible employees; * the company has provided detailed disclosure of the performance hurdles to be applied.
Lite-On Technology Corp.	2301	Taiwan	20/05/2022	Approve Sale of Company Assets	Approve to Dispose or Abandon Cash Capital Increase of Spin-off Existing Subsidiary Ledtek Corporation	For	For	A vote FOR is merited because no significant concerns have been identified.
Lite-On Technology Corp.	2301	Taiwan	20/05/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect TOM SOONG, with SHAREHOLDER NO.0000088, as Non-Independent Director	For	For	A vote AGAINST Harvey Chang is warranted as he is a non-independent non-executive director under Sustainability Advisory Services' classification even though he is considered by the company as an independent director. A vote AGAINST incumbent nominating committee chair Mike Yang is warranted for lack of diversity on the board. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.
Lite-On Technology Corp.	2301	Taiwan	20/05/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect RAYMOND SOONG, SHAREHOLDER NO.0000001, as Non-Independent Director	For	For	A vote AGAINST Harvey Chang is warranted as he is a non-independent non-executive director under Sustainability Advisory Services' classification even though he is considered by the company as an independent director. A vote AGAINST incumbent nominating committee chair Mike Yang is warranted for lack of diversity on the board. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.
Lite-On Technology Corp.	2301	Taiwan	20/05/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect KEH-SHEW LU, a Representative of TA-SUNG INVESTMENT CO., LTD., with SHAREHOLDER NO.0059285, as Non-Independent Director	For	For	A vote AGAINST Harvey Chang is warranted as he is a non-independent non-executive director under Sustainability Advisory Services' classification even though he is considered by the company as an independent director. A vote AGAINST incumbent nominating committee chair Mike Yang is warranted for lack of diversity on the board. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.
Lite-On Technology Corp.	2301	Taiwan	20/05/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect ANSON CHIU, a Representative of TA-SUNG INVESTMENT CO., LTD., with SHAREHOLDER NO.0059285, as Non-Independent Director	For	For	A vote AGAINST Harvey Chang is warranted as he is a non-independent non-executive director under Sustainability Advisory Services' classification even though he is considered by the company as an independent director. A vote AGAINST incumbent nominating committee chair Mike Yang is warranted for lack of diversity on the board. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.
Lite-On Technology Corp.	2301	Taiwan	20/05/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect ALBERT HSUEH, with ID NO.B101077XXX, as Independent Director	For	For	A vote AGAINST Harvey Chang is warranted as he is a non-independent non-executive director under Sustainability Advisory Services' classification even though he is considered by the company as an independent director. A vote AGAINST incumbent nominating committee chair Mike Yang is warranted for lack of diversity on the board. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.
Lite-On Technology Corp.	2301	Taiwan	20/05/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect HARVEY CHANG, with ID NO.A100949XXX, as Independent Director	Against	Against	A vote AGAINST Harvey Chang is warranted as he is a non-independent non-executive director under Sustainability Advisory Services' classification even though he is considered by the company as an independent director. A vote AGAINST incumbent nominating committee chair Mike Yang is warranted for lack of diversity on the board. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.
Lite-On Technology Corp.	2301	Taiwan	20/05/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect MIKE YANG, with ID NO.B120069XXX, as Independent Director	Against	Against	A vote AGAINST Harvey Chang is warranted as he is a non-independent non-executive director under Sustainability Advisory Services' classification even though he is considered by the company as an independent director. A vote AGAINST incumbent nominating committee chair Mike Yang is warranted for lack of diversity on the board. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.
Lite-On Technology Corp.	2301	Taiwan	20/05/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect MK LU, with SHAREHOLDER NO.0025644, as Independent Director	For	For	A vote AGAINST Harvey Chang is warranted as he is a non-independent non-executive director under Sustainability Advisory Services' classification even though he is considered by the company as an independent director. A vote AGAINST incumbent nominating committee chair Mike Yang is warranted for lack of diversity on the board. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.
United Microelectronics Corp.	2303	Taiwan	27/05/2022	Accept Financial Statements and Statutory Reports	Approve Business Operations Report and Financial Statements	For	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
United Microelectronics Corp.	2303	Taiwan	27/05/2022	Approve Allocation of Income and Dividends	Approve Plan on Profit Distribution	For	For	A vote FOR is warranted because the proposed payout is considered reasonable.
United Microelectronics Corp.	2303	Taiwan	27/05/2022	Approve Dividends	Approve Cash Distribution from Capital Reserve	For	For	A vote FOR is warranted because the proposed payout is considered reasonable.
United Microelectronics Corp.	2303	Taiwan	27/05/2022	Approve Restricted Stock Plan	Approve Issuance of Restricted Stocks	For	For	A vote FOR is warranted because: * the proposed scheme has a reasonable vesting period and contains reasonable criteria for the selection of eligible employees; * the company has provided detailed disclosure of the performance hurdles to be applied.
United Microelectronics Corp.	2303	Taiwan	27/05/2022	Amend Articles/Bylaws/Charter -- Organization-Related	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align with regulations or based on operational needs.
Shenzhou International Group Holdings Limited	2313	Cayman Islands	30/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
Shenzhou International Group Holdings Limited	2313	Cayman Islands	30/05/2022	Authorize Reissuance of Repurchased Shares	Authorize Reissuance of Repurchased Shares	Against	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
Shenzhou International Group Holdings Limited	2313	Cayman Islands	30/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
Shenzhou International Group Holdings Limited	2313	Cayman Islands	30/05/2022	Elect Director	Elect Ma Jianrong as Director	For	For	A vote FOR all nominees is warranted.
Shenzhou International Group Holdings Limited	2313	Cayman Islands	30/05/2022	Elect Director	Elect Chen Zhifen as Director	For	For	A vote FOR all nominees is warranted.
Shenzhou International Group Holdings Limited	2313	Cayman Islands	30/05/2022	Elect Director	Elect Jiang Xianpin as Director and Approve Continuous Appointment as Independent Non-Executive Director	For	For	A vote FOR all nominees is warranted.
Shenzhou International Group Holdings Limited	2313	Cayman Islands	30/05/2022	Approve Remuneration of Directors and/or Committee Members	Authorize Board to Fix Remuneration of Directors	For	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.
Shenzhou International Group Holdings Limited	2313	Cayman Islands	30/05/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
Shenzhou International Group Holdings Limited	2313	Cayman Islands	30/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
Shenzhou International Group Holdings Limited	2313	Cayman Islands	30/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Issued Share Capital	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Hon Hai Precision Industry Co., Ltd.	2317	Taiwan	31/05/2022	Accept Financial Statements and Statutory Reports	Approve Business Operations Report and Financial Statements	For	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
Hon Hai Precision Industry Co., Ltd.	2317	Taiwan	31/05/2022	Approve Allocation of Income and Dividends	Approve Plan on Profit Distribution	For	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Hon Hai Precision Industry Co., Ltd.	2317	Taiwan	31/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Approve Amendments to Articles of Association	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on operational needs.
Hon Hai Precision Industry Co., Ltd.	2317	Taiwan	31/05/2022	Approve/Amend Regulations on General Meetings	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on operational needs.

Hon Hai Precision Industry Co., Ltd.	2317	Taiwan	31/05/2022	Amend Articles/Bylaws/Charter -- Organization-Related	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on operational needs.
Hon Hai Precision Industry Co., Ltd.	2317	Taiwan	31/05/2022	Approve Amendments to Lending Procedures and Caps	Approve Amendments to Lending Procedures and Caps	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on operational needs.
Hon Hai Precision Industry Co., Ltd.	2317	Taiwan	31/05/2022	Authorize a New Class of Common Stock	Approve Initial Public Listing of the Company's Hong Kong listed Subsidiary FIH Mobile Limited (Cayman) Through Issuance of Rupee Common Stocks on the Indian Stock Exchange, Through Subsidiary Bharat FIH Limited	For	For	A vote FOR is warranted given the following: * the company has provided valid rationales for listing the subsidiary in India; * the issue price of the subsidiary's IPO will be determined in accordance with the initial public offering procedures of the Securities and Exchange Board of India.
Hon Hai Precision Industry Co., Ltd.	2317	Taiwan	31/05/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect Liu, Yang Wei, with SHAREHOLDER NO.00085378 as Non-independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Hon Hai Precision Industry Co., Ltd.	2317	Taiwan	31/05/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect Gou, Tai Ming (Terry Gou), with SHAREHOLDER NO.00000001, as Non-independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Hon Hai Precision Industry Co., Ltd.	2317	Taiwan	31/05/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect Wang, Cheng Yang, a Representative of Hon Jin International Investment Co., Ltd., with SHAREHOLDER NO.00057132, as Non-independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Hon Hai Precision Industry Co., Ltd.	2317	Taiwan	31/05/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect Dr. Christina Yee Ru Liu, a Representative of Hon Jin International Investment Co., Ltd. with SHAREHOLDER NO.00057132, as Non-independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Hon Hai Precision Industry Co., Ltd.	2317	Taiwan	31/05/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect James Wang, with SHAREHOLDER NO.F120591XXX as Independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Hon Hai Precision Industry Co., Ltd.	2317	Taiwan	31/05/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect Kuo, Ta Wei, with SHAREHOLDER NO.F121315XXX as Independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Hon Hai Precision Industry Co., Ltd.	2317	Taiwan	31/05/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect Huang, Qing Yuan, with SHAREHOLDER NO.R101807XXX as Independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Hon Hai Precision Industry Co., Ltd.	2317	Taiwan	31/05/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect Liu, Len Yu, with SHAREHOLDER NO.N120552XXX as Independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Hon Hai Precision Industry Co., Ltd.	2317	Taiwan	31/05/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect Chen, Yue Min, with SHAREHOLDER NO.A201846XXX as Independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Hon Hai Precision Industry Co., Ltd.	2317	Taiwan	31/05/2022	Allow Directors to Engage in Commercial Transactions with the Company and/or Be Involved with Other Companies	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	For	For	A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.
Taiwan Semiconductor Manufacturing Co., Ltd.	2330	Taiwan	8/06/2022	Accept Financial Statements and Statutory Reports	Approve Business Operations Report and Financial Statements	For	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
Taiwan Semiconductor Manufacturing Co., Ltd.	2330	Taiwan	8/06/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Approve Amendments to Articles of Association	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on operational needs.
Taiwan Semiconductor Manufacturing Co., Ltd.	2330	Taiwan	8/06/2022	Amend Articles/Bylaws/Charter -- Organization-Related	Amend Procedures Governing the Acquisition or Disposal of Assets	For	For	A vote FOR is warranted given that the amendments are mostly to align company procedures with regulations and based on operational needs.
Taiwan Semiconductor Manufacturing Co., Ltd.	2330	Taiwan	8/06/2022	Approve Restricted Stock Plan	Approve Issuance of Restricted Stocks	For	For	A vote FOR is warranted because: * the proposed scheme has a reasonable vesting period and contains reasonable criteria for the selection of eligible employees; * the company has provided detailed disclosure of the performance hurdles to be applied.
Accton Technology Corp.	2345	Taiwan	8/07/2021	Accept Financial Statements and Statutory Reports	Approve Business Operations Report and Financial Statements	For	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
Accton Technology Corp.	2345	Taiwan	8/07/2021	Approve Allocation of Income and Dividends	Approve Profit Distribution	For	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Accton Technology Corp.	2345	Taiwan	8/07/2021	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect a Representative of KUAN XIN INVESTMENT CORP., with Shareholder No. 0248318, as Non-independent Director	Against	Against	A vote AGAINST Kuo Ming-Jian under Item 3.6 is warranted as he serves on a total of more than six public company boards.A vote AGAINST the statutory director Kuanxin Investment Corp under Item 3.1 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative.A vote FOR the other nominees is warranted given the absence of any known issues concerning the nominees.
Accton Technology Corp.	2345	Taiwan	8/07/2021	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect HUANG KUO-HSIU, with Shareholder No. 0000712, as Non-independent Director	For	For	A vote AGAINST Kuo Ming-Jian under Item 3.6 is warranted as he serves on a total of more than six public company boards.A vote AGAINST the statutory director Kuanxin Investment Corp under Item 3.1 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative.A vote FOR the other nominees is warranted given the absence of any known issues concerning the nominees.
Accton Technology Corp.	2345	Taiwan	8/07/2021	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect DU HENG-YI, a Representative of TING SING CO. LTD., with Shareholder No. 0192084, as Non-independent Director	For	For	A vote AGAINST Kuo Ming-Jian under Item 3.6 is warranted as he serves on a total of more than six public company boards.A vote AGAINST the statutory director Kuanxin Investment Corp under Item 3.1 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative.A vote FOR the other nominees is warranted given the absence of any known issues concerning the nominees.
Accton Technology Corp.	2345	Taiwan	8/07/2021	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect HUANG SHU-CHIEH, with Shareholder No. B120322XXX, as Independent Director	For	For	A vote AGAINST Kuo Ming-Jian under Item 3.6 is warranted as he serves on a total of more than six public company boards.A vote AGAINST the statutory director Kuanxin Investment Corp under Item 3.1 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative.A vote FOR the other nominees is warranted given the absence of any known issues concerning the nominees.
Accton Technology Corp.	2345	Taiwan	8/07/2021	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect LEE FA-YAUH, with Shareholder No. A104398XXX, as Independent Director	For	For	A vote AGAINST Kuo Ming-Jian under Item 3.6 is warranted as he serves on a total of more than six public company boards.A vote AGAINST the statutory director Kuanxin Investment Corp under Item 3.1 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative.A vote FOR the other nominees is warranted given the absence of any known issues concerning the nominees.
Accton Technology Corp.	2345	Taiwan	8/07/2021	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect KUO MING-JIAN, with Shareholder No. F122181XXX, as Independent Director	Against	Against	A vote AGAINST Kuo Ming-Jian under Item 3.6 is warranted as he serves on a total of more than six public company boards.A vote AGAINST the statutory director Kuanxin Investment Corp under Item 3.1 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative.A vote FOR the other nominees is warranted given the absence of any known issues concerning the nominees.
Accton Technology Corp.	2345	Taiwan	8/07/2021	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect EIZO KOBAYASHI, with Shareholder No. 1949010XXX, as Independent Director	For	For	A vote AGAINST Kuo Ming-Jian under Item 3.6 is warranted as he serves on a total of more than six public company boards.A vote AGAINST the statutory director Kuanxin Investment Corp under Item 3.1 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative.A vote FOR the other nominees is warranted given the absence of any known issues concerning the nominees.
Accton Technology Corp.	2345	Taiwan	8/07/2021	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect ANKUR SINGLA, with Shareholder No. 1977032XXX, as Independent Director	For	For	A vote AGAINST Kuo Ming-Jian under Item 3.6 is warranted as he serves on a total of more than six public company boards.A vote AGAINST the statutory director Kuanxin Investment Corp under Item 3.1 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative.A vote FOR the other nominees is warranted given the absence of any known issues concerning the nominees.
Accton Technology Corp.	2345	Taiwan	8/07/2021	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect AVIGDOR WILLENZ, with Shareholder No. 1956061XXX, as Independent Director	For	For	A vote AGAINST Kuo Ming-Jian under Item 3.6 is warranted as he serves on a total of more than six public company boards.A vote AGAINST the statutory director Kuanxin Investment Corp under Item 3.1 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative.A vote FOR the other nominees is warranted given the absence of any known issues concerning the nominees.
Accton Technology Corp.	2345	Taiwan	8/07/2021	Allow Directors to Engage in Commercial Transactions with the Company and/or Be Involved with Other Companies	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	For	For	A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.
Accton Technology Corp.	2345	Taiwan	8/07/2021	Accept Financial Statements and Statutory Reports	Approve Business Operations Report and Financial Statements	For	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
Accton Technology Corp.	2345	Taiwan	8/07/2021	Approve Allocation of Income and Dividends	Approve Profit Distribution	For	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Accton Technology Corp.	2345	Taiwan	16/06/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Approve Amendments to Articles of Association	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations or based on operational needs.
Accton Technology Corp.	2345	Taiwan	8/07/2021	Approve/Amend Regulations on General Meetings	Amend Rules and Procedures Regarding Shareholder's General Meeting	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations or based on operational needs.
Accton Technology Corp.	2345	Taiwan	16/06/2022	Amend Articles/Bylaws/Charter -- Organization-Related	Amend Procedures Governing the Acquisition or Disposal of Assets	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations or based on operational needs.
Accton Technology Corp.	2345	Taiwan	16/06/2022	Approve Restricted Stock Plan	Approve Issuance of Restricted Stocks	Against	Against	A vote AGAINST is warranted because: * there is limited disclosure of the performance hurdles to be applied; * there is lack of justification for rewarding employees of other companies at the company's expenses.
Kakaku.com, Inc.	2371	Japan	16/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 20	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Kakaku.com, Inc.	2371	Japan	16/06/2022	Amend Articles to: (Japan)	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Kakaku.com, Inc.	2371	Japan	16/06/2022	Elect Director	Elect Director Hayashi, Kaoru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kakaku.com, Inc.	2371	Japan	16/06/2022	Elect Director	Elect Director Hata, Shonosuke	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kakaku.com, Inc.	2371	Japan	16/06/2022	Elect Director	Elect Director Murakami, Atsuhiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kakaku.com, Inc.	2371	Japan	16/06/2022	Elect Director	Elect Director Yuki, Shingo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kakaku.com, Inc.	2371	Japan	16/06/2022	Elect Director	Elect Director Miyazaki, Kanako	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kakaku.com, Inc.	2371	Japan	16/06/2022	Elect Director	Elect Director Kato, Tomoharu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kakaku.com, Inc.	2371	Japan	16/06/2022	Elect Director	Elect Director Miyajima, Kazuyoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kakaku.com, Inc.	2371	Japan	16/06/2022	Elect Director	Elect Director Kinoshita, Masayuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kakaku.com, Inc.	2371	Japan	16/06/2022	Elect Director	Elect Director Shigeno, Takashi	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Kakaku.com, Inc.	2371	Japan	16/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Kajiki, Hisashi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.

Micro-Star International Co., Ltd.	2377	Taiwan	10/06/2022	Accept Financial Statements and Statutory Reports	Approve Financial Statements	For	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
Micro-Star International Co., Ltd.	2377	Taiwan	10/06/2022	Approve Allocation of Income and Dividends	Approve Profit Distribution	For	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Micro-Star International Co., Ltd.	2377	Taiwan	10/06/2022	Amend Articles/Bylaws/Charter -- Organization-Related	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations or based on operational needs.
Realtek Semiconductor Corp.	2379	Taiwan	8/06/2022	Accept Financial Statements and Statutory Reports	Approve Business Report and Financial Statements	For	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
Realtek Semiconductor Corp.	2379	Taiwan	8/06/2022	Approve Allocation of Income and Dividends	Approve Profit Distribution	For	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Realtek Semiconductor Corp.	2379	Taiwan	8/06/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Approve Amendments to Articles of Association	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on operational needs.
Realtek Semiconductor Corp.	2379	Taiwan	8/06/2022	Amend Articles/Bylaws/Charter -- Organization-Related	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on operational needs.
BOC Hong Kong (Holdings) Limited	2388	Hong Kong	29/06/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
BOC Hong Kong (Holdings) Limited	2388	Hong Kong	29/06/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
BOC Hong Kong (Holdings) Limited	2388	Hong Kong	29/06/2022	Elect Director	Elect Liu Liang as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
BOC Hong Kong (Holdings) Limited	2388	Hong Kong	29/06/2022	Elect Director	Elect Liu Jin as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
BOC Hong Kong (Holdings) Limited	2388	Hong Kong	29/06/2022	Elect Director	Elect Fung Yuen Mei Anita as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
BOC Hong Kong (Holdings) Limited	2388	Hong Kong	29/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers as Auditor and Authorize Board or Duty Authorized Committee of the Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
BOC Hong Kong (Holdings) Limited	2388	Hong Kong	29/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For	A vote FOR this resolution is warranted for the following: * The share issuance limit is 10 percent of the relevant class of shares. * The company has specified a discount limit which is 10 percent.
BOC Hong Kong (Holdings) Limited	2388	Hong Kong	29/06/2022	Authorize Share Repurchase Program	Authorize Repurchase of Issued Share Capital	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Alibaba Health Information Technology Limited	241	Bermuda	30/07/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
Alibaba Health Information Technology Limited	241	Bermuda	30/07/2021	Increase Authorized Common Stock	Approve Increase in Authorized Share Capital	For	For	A vote FOR this proposal is warranted given that it is expected to provide the company with flexibility for future investments and access fund for the company's development.
Alibaba Health Information Technology Limited	241	Bermuda	30/07/2021	Elect Director	Elect Tu Yanwu as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Alibaba Health Information Technology Limited	241	Bermuda	30/07/2021	Elect Director	Elect Luo Tong as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Alibaba Health Information Technology Limited	241	Bermuda	30/07/2021	Elect Director	Elect Wong King On, Samuel as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Alibaba Health Information Technology Limited	241	Bermuda	30/07/2021	Elect Director	Elect Huang Yi Fei (Vanessa) as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Alibaba Health Information Technology Limited	241	Bermuda	30/07/2021	Approve Remuneration of Directors and/or Committee Members	Authorize Board to Fix Remuneration of Directors	For	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.
Alibaba Health Information Technology Limited	241	Bermuda	30/07/2021	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
Alibaba Health Information Technology Limited	241	Bermuda	30/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares.* The company has not specified the discount limit.
Alibaba Health Information Technology Limited	241	Bermuda	30/07/2021	Authorize Share Repurchase Program	Authorize Repurchase of Issued Share Capital	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Alibaba Health Information Technology Limited	241	Bermuda	30/07/2021	Authorize Reissuance of Repurchased Shares	Authorize Reissuance of Repurchased Shares	Against	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares.* The company has not specified the discount limit.
Alibaba Health Information Technology Limited	241	Bermuda	30/07/2021	Approve Share Plan Grant	Approve Mandate to Grant Awards of Options and/or Restricted Share Units Under the Share Award Scheme and Related Transactions	Against	Against	A vote AGAINST this resolution is warranted given that the directors eligible to receive options and restricted share units under the scheme are involved in the administration of the scheme.
Alibaba Health Information Technology Limited	241	Bermuda	30/07/2021	Approve Transaction with a Related Party	Approve 2023 Advertising Services Framework Agreement, Continuing Connected Transactions and Proposed Annual Cap	For	For	A vote FOR these proposals is warranted given: "the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms; and" the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.
Alibaba Health Information Technology Limited	241	Bermuda	30/07/2021	Approve Transaction with a Related Party	Approve 2023 Framework Technical Services Agreement, Continuing Connected Transactions and Proposed Annual Cap	For	For	A vote FOR these proposals is warranted given: "the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms; and" the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.
Alibaba Health Information Technology Limited	241	Bermuda	28/03/2022	Approve Transaction with a Related Party	Authorize Board to Deal With All Matters in Relation to the 2023 Advertising Services Framework Agreement, 2023 Framework Technical Services Agreement, Continuing Connected Transactions and Proposed Annual Cap	For	For	A vote FOR these proposals is warranted given: "the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms; and" the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.
Benefit One Inc.	2412	Japan	29/03/2022	Approve Merger by Absorption	Approve Merger by Absorption	For	For	A Vote FOR this transaction is warranted because: "This transaction will bring about no changes to shareholders' relative ownership interests in the company.
Benefit One Inc.	2412	Japan	29/03/2022	Amend Articles to: (Japan)	Amend Articles to Amend Business Lines	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
Benefit One Inc.	2412	Japan	29/03/2022	Amend Articles to: (Japan)	Amend Articles to Change Location of Head Office - Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
Benefit One Inc.	2412	Japan	28/06/2022	Elect Director	Elect Director Fukasawa, Junko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Benefit One Inc.	2412	Japan	28/06/2022	Elect Director	Elect Director Shirashi, Norio	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Benefit One Inc.	2412	Japan	28/06/2022	Elect Director	Elect Director Tanaka, Hideyo	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Benefit One Inc.	2412	Japan	28/06/2022	Elect Director	Elect Director Ozaki, Kenji	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
M3, Inc.	2413	Japan	28/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	Against	Against	A vote AGAINST this proposal is warranted because: " The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
M3, Inc.	2413	Japan	28/06/2022	Elect Director	Elect Director Tanimura, Itaru	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
M3, Inc.	2413	Japan	28/06/2022	Elect Director	Elect Director Tomaru, Akihiko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
M3, Inc.	2413	Japan	28/06/2022	Elect Director	Elect Director Tsuchiya, Eiji	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
M3, Inc.	2413	Japan	28/06/2022	Elect Director	Elect Director Izumiya, Kazuyuki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
M3, Inc.	2413	Japan	28/06/2022	Elect Director	Elect Director Nakamura, Rie	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
M3, Inc.	2413	Japan	28/06/2022	Elect Director	Elect Director Yoshida, Kenichiro	For	For	A vote FOR this nominee is warranted because: " The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful because outside directors are not required in the category of "directors who are not audit committee members."
M3, Inc.	2413	Japan	28/06/2022	Elect Director	Elect Director and Audit Committee Member Yamazaki, Mayuka	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
M3, Inc.	2413	Japan	28/06/2022	Elect Director	Elect Director and Audit Committee Member Ebata, Takako	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
M3, Inc.	2413	Japan	28/06/2022	Elect Director	Elect Director and Audit Committee Member Toyama, Ryoko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
MediaTek, Inc.	2454	Taiwan	31/05/2022	Accept Financial Statements and Statutory Reports	Approve Business Report and Financial Statements	For	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
MediaTek, Inc.	2454	Taiwan	31/05/2022	Approve Allocation of Income and Dividends	Approve Profit Distribution	For	For	A vote FOR is warranted because the proposed payout is considered reasonable.
MediaTek, Inc.	2454	Taiwan	31/05/2022	Approve Dividends	Approve Cash Distribution from Capital Reserve	For	For	A vote FOR is warranted because the proposed payout is considered reasonable.
MediaTek, Inc.	2454	Taiwan	31/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Approve Amendments to Articles of Association	Against	Against	A vote AGAINST is warranted as the proposed amendments would grant the board full authority to decide on the company's cash dividend distribution plan without shareholder approval. Such amendment will undermine shareholder's right in deciding on cash dividend payments.
MediaTek, Inc.	2454	Taiwan	31/05/2022	Amend Articles/Bylaws/Charter -- Organization-Related	Amend Procedures Governing the Acquisition or Disposal of Assets	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align with regulations or based on operational needs.
MediaTek, Inc.	2454	Taiwan	31/05/2022	Approve Amendments to Lending Procedures and Caps	Amend Procedures for Endorsement and Guarantees	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align with regulations or based on operational needs.
MediaTek, Inc.	2454	Taiwan	31/05/2022	Approve Amendments to Lending Procedures and Caps	Amend Procedures for Lending Funds to Other Parties	Against	Against	A vote AGAINST is warranted because: " The proposed easing in lending restrictions and increase in lending cap may expose the company to unnecessary risks; and " The company has failed to provide a compelling rationale for such changes.
Autome Inc.	2518	Cayman Islands	16/12/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles	For	For	A vote FOR this item is warranted as the proposed amendment to the company's articles does not appear to adversely impact shareholders' rights and is not contentious.
KRAFTON, Inc.	259960	South Korea	31/03/2022	Approve Financial Statements, Allocation of Income, and Discharge Directors	Approve Financial Statements and Allocation of Income	For	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval.
KRAFTON, Inc	259960	South Korea	31/03/2022	Approve Stock Option Plan Grants	Approve Stock Option Grants	For	For	A vote FOR the stock option grant is warranted because the potential dilution arising from the grant remains modest.
KRAFTON, Inc	259960	South Korea	31/03/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	A vote FOR this item is warranted because: " The company is not proposing an increase in the directors' remuneration limit; and " The level of the directors' remuneration cap is high relative to the market average but is within a reasonable range.
KRAFTON, Inc	259960	South Korea	31/03/2022	Approve Retirement Bonuses for Directors	Approve Terms of Retirement Pay	For	For	A vote FOR this proposal is warranted because the proposed terms of executives' severance pay are in line with the general market practice.
KRAFTON, Inc	259960	South Korea	31/03/2022	Approve Standard Accounting Transfers	Approval of Reduction of Capital Reserve	For	For	A vote FOR this uncontroversial accounting measure is warranted.
KRAFTON, Inc	259960	South Korea	31/03/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles of Incorporation	For	For	A vote FOR this resolution is warranted as none of the proposed amendments is contentious or problematic in nature.

Kingdee International Software Group Company Limited	268	Cayman Islands	18/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
Kingdee International Software Group Company Limited	268	Cayman Islands	18/05/2022	Elect Director	Elect Lin Bo as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Kingdee International Software Group Company Limited	268	Cayman Islands	18/05/2022	Elect Director	Elect Gary Clark Biddle as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Kingdee International Software Group Company Limited	268	Cayman Islands	18/05/2022	Elect Director	Elect Liu Chia Yang as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Kingdee International Software Group Company Limited	268	Cayman Islands	18/05/2022	Elect Director	Elect Zhou Jun Xiang as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Kingdee International Software Group Company Limited	268	Cayman Islands	18/05/2022	Elect Director	Elect Katherine Rong Xin as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Kingdee International Software Group Company Limited	268	Cayman Islands	18/05/2022	Approve Remuneration of Directors and/or Committee Members	Authorize Board to Fix Remuneration of Directors	For	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.
Kingdee International Software Group Company Limited	268	Cayman Islands	18/05/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
Kingdee International Software Group Company Limited	268	Cayman Islands	18/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Against	A vote AGAINST the general share issuance mandate in Item 5A is warranted given that the company has not specified the discount limit. A vote AGAINST the share reissuance request in Item 5C is warranted given that the reissuance of repurchased share would cause the aggregate share issuance limit to exceed 10 percent and the discount limit has not been specified.
Kingdee International Software Group Company Limited	268	Cayman Islands	18/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Issued Share Capital	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Kingdee International Software Group Company Limited	268	Cayman Islands	18/05/2022	Authorize Reissuance of Repurchased Shares	Authorize Reissuance of Repurchased Shares	Against	Against	A vote AGAINST the general share issuance mandate in Item 5A is warranted given that the company has not specified the discount limit. A vote AGAINST the share reissuance request in Item 5C is warranted given that the reissuance of repurchased share would cause the aggregate share issuance limit to exceed 10 percent and the discount limit has not been specified.
Sojitz Corp.	2768	Japan	17/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 61	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Sojitz Corp.	2768	Japan	17/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	Against	Against	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
Sojitz Corp.	2768	Japan	17/06/2022	Elect Director	Elect Director Fujimoto, Masayoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sojitz Corp.	2768	Japan	17/06/2022	Elect Director	Elect Director Tanaka, Seiichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sojitz Corp.	2768	Japan	17/06/2022	Elect Director	Elect Director Hira, Ruyutaro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sojitz Corp.	2768	Japan	17/06/2022	Elect Director	Elect Director Bito, Masaaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sojitz Corp.	2768	Japan	17/06/2022	Elect Director	Elect Director Otsuka, Norio	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sojitz Corp.	2768	Japan	17/06/2022	Elect Director	Elect Director Saki, Naoko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sojitz Corp.	2768	Japan	17/06/2022	Elect Director	Elect Director Uhyoung Shu	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Sojitz Corp.	2768	Japan	17/06/2022	Elect Director	Elect Director Kokue, Haruko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sojitz Corp.	2768	Japan	17/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Kamei, Junko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Rainbow Robotics, Inc.	277810	South Korea	31/03/2022	Approve Financial Statements, Allocation of Income, and Discharge Directors	Approve Financial Statements and Allocation of Income	For	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.
Rainbow Robotics, Inc.	277810	South Korea	31/03/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles of Incorporation	For	For	A vote FOR this resolution is warranted as none of the proposed amendments is contentious or problematic in nature.
Rainbow Robotics, Inc.	277810	South Korea	31/03/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	A vote FOR this item is warranted as the company is not proposing an increase in the directors' remuneration limit, and the level of the directors' remuneration cap is not excessive compared to that of the market average.
Rainbow Robotics, Inc.	277810	South Korea	31/03/2022	Authorize Board to Fix Remuneration of Internal Statutory Auditor(s)	Authorize Board to Fix Remuneration of Internal Auditor(s)	For	For	A vote FOR this resolution is warranted as the company is not proposing an increase in the remuneration limit for internal auditors, and the level of the remuneration limit is not high compared to that of the market average.
Kikkoman Corp.	2801	Japan	21/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 39	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Kikkoman Corp.	2801	Japan	21/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Kikkoman Corp.	2801	Japan	21/06/2022	Elect Director	Elect Director Moqi, Yuzaburo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kikkoman Corp.	2801	Japan	21/06/2022	Elect Director	Elect Director Inokuchi, Takeo	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Kikkoman Corp.	2801	Japan	21/06/2022	Elect Director	Elect Director Iino, Masako	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kikkoman Corp.	2801	Japan	21/06/2022	Elect Director	Elect Director Sugiyama, Shinusuke	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kikkoman Corp.	2801	Japan	21/06/2022	Elect Director	Elect Director Horikiri, Noriaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kikkoman Corp.	2801	Japan	21/06/2022	Elect Director	Elect Director Nakano, Shozaburo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kikkoman Corp.	2801	Japan	21/06/2022	Elect Director	Elect Director Yamazaki, Koichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kikkoman Corp.	2801	Japan	21/06/2022	Elect Director	Elect Director Shimada, Masanao	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kikkoman Corp.	2801	Japan	21/06/2022	Elect Director	Elect Director Moqi, Osamu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kikkoman Corp.	2801	Japan	21/06/2022	Elect Director	Elect Director Matsuyama, Asahi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kikkoman Corp.	2801	Japan	21/06/2022	Elect Director	Elect Director Kamiyama, Takao	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kikkoman Corp.	2801	Japan	21/06/2022	Elect Director	Elect Director Fukui, Toshihiko	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Kikkoman Corp.	2801	Japan	21/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Kajikawa, Toru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kikkoman Corp.	2801	Japan	21/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Endo, Kazuyoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kikkoman Corp.	2801	Japan	21/06/2022	Approve Increase in Aggregate Compensation Ceiling for Directors and Statutory Auditors	Approve Compensation Ceilings for Directors and Statutory Auditors	For	For	A vote FOR this proposal is warranted because: * Financial performance does not imply that the company has failed to conduct business in the interests of shareholders. * The size of the proposed ceilings cannot be regarded as excessively high.
Kikkoman Corp.	2801	Japan	21/06/2022	Approve Restricted Stock Plan	Approve Trust-Type Equity Compensation Plan	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Kikkoman Corp.	2801	Japan	21/06/2022	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	Approve Takeover Defense Plan (Poison Pill)	Against	Against	A vote AGAINST this poison pill plan is warranted because: * The total duration exceeds three years. * The board lacks sufficient independent monitoring. * The plan lacks a credible special committee. * The company's proxy circular release timing leaves insufficient time to study the pill.
Ajinomoto Co., Inc.	2802	Japan	23/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 28	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Ajinomoto Co., Inc.	2802	Japan	23/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Ajinomoto Co., Inc.	2802	Japan	23/06/2022	Elect Director	Elect Director Iwata, Kimie	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ajinomoto Co., Inc.	2802	Japan	23/06/2022	Elect Director	Elect Director Sasaki, Tatsuya	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ajinomoto Co., Inc.	2802	Japan	23/06/2022	Elect Director	Elect Director Tchio, Masaya	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ajinomoto Co., Inc.	2802	Japan	23/06/2022	Elect Director	Elect Director Nawa, Takashi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ajinomoto Co., Inc.	2802	Japan	23/06/2022	Elect Director	Elect Director Nakayama, Joji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ajinomoto Co., Inc.	2802	Japan	23/06/2022	Elect Director	Elect Director Toki, Atsushi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ajinomoto Co., Inc.	2802	Japan	23/06/2022	Elect Director	Elect Director Indo, Mami	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ajinomoto Co., Inc.	2802	Japan	23/06/2022	Elect Director	Elect Director Hatta, Yoko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ajinomoto Co., Inc.	2802	Japan	23/06/2022	Elect Director	Elect Director Fujii, Taro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ajinomoto Co., Inc.	2802	Japan	23/06/2022	Elect Director	Elect Director Shiragami, Hiroshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ajinomoto Co., Inc.	2802	Japan	23/06/2022	Elect Director	Elect Director Nosaka, Chiaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Japan Tobacco, Inc.	2914	Japan	23/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 75	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Japan Tobacco, Inc.	2914	Japan	23/03/2022	Amend Articles to: (Japan)	Amend Articles to Reduce Directors' Term	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Japan Tobacco, Inc.	2914	Japan	23/03/2022	Amend Articles to: (Japan)	Amend Articles to Allow Virtual Only Shareholder Meetings	Against	Against	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
Japan Tobacco, Inc.	2914	Japan	23/03/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Japan Tobacco, Inc.	2914	Japan	23/03/2022	Elect Director	Elect Director Iwai, Mutsuo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Japan Tobacco, Inc.	2914	Japan	23/03/2022	Elect Director	Elect Director Shoji, Tetsuya	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Japan Tobacco, Inc.	2914	Japan	23/03/2022	Elect Director	Elect Director Okamoto, Shigeaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Japan Tobacco, Inc.	2914	Japan	23/03/2022	Elect Director	Elect Director Terabatake, Masamichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Japan Tobacco, Inc.	2914	Japan	23/03/2022	Elect Director	Elect Director Minami, Naohiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Japan Tobacco, Inc.	2914	Japan	23/03/2022	Elect Director	Elect Director Hirawatarai, Kyohide	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.

Japan Tobacco, Inc.	2914	Japan	23/03/2022	Elect Director	Elect Director Yamashita, Kazuhito	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Japan Tobacco, Inc.	2914	Japan	23/03/2022	Elect Director	Elect Director Koda, Main	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Japan Tobacco, Inc.	2914	Japan	23/03/2022	Elect Director	Elect Director Nagashima, Yukiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Japan Tobacco, Inc.	2914	Japan	23/03/2022	Elect Director	Elect Director Kitera, Masato	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Japan Tobacco, Inc.	2914	Japan	23/03/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Compensation Ceiling for Directors	For	For	A vote FOR this proposal is warranted because: * The sub-ceiling for outside directors is raised.
29metals Limited	29M	Australia	24/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the adoption of the remuneration report is warranted. No material disconnect between pay and company performance is identified, and bonuses are reasonably aligned with performance for the year under review. Nevertheless, shareholders may be concerned with 50 percent of the 2021 LTI Awards being subject to the achievement of operational milestones only.
29metals Limited	29M	Australia	24/05/2022	Approve Omnibus Stock Plan	Approve 29Metals Equity Incentive Plan	For	For	A vote FOR this resolution is warranted.
29metals Limited	29M	Australia	24/05/2022	Approve Share Plan Grant	Approve Issuance of 2021 LTI Performance Rights to Peter Albert	For	For	A vote FOR these resolutions is warranted.
29metals Limited	29M	Australia	24/05/2022	Approve Share Plan Grant	Approve Issuance of 2022 LTI Performance Rights to Peter Albert	For	For	A vote FOR these resolutions is warranted.
29metals Limited	29M	Australia	24/05/2022	Approve/Amend Stock-for-Salary/Bonus Plan	Approve NED Salary Sacrifice Share Plan	For	For	A vote FOR this resolution is warranted.
29metals Limited	29M	Australia	24/05/2022	Elect Director	Elect Owen Hegarty as Director	For	For	A vote FOR these nominees is warranted.
29metals Limited	29M	Australia	24/05/2022	Elect Director	Elect Fiona Robertson as Director	For	For	A vote FOR these nominees is warranted.
29metals Limited	29M	Australia	24/05/2022	Ratify Auditors	Appoint Ernst & Young Australia as Auditor of the Company	For	For	A vote FOR this resolution is warranted.
Novatek Microelectronics Corp.	3034	Taiwan	8/06/2022	Accept Financial Statements and Statutory Reports	Approve Business Report and Financial Statements	For	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
Novatek Microelectronics Corp.	3034	Taiwan	8/06/2022	Approve Allocation of Income and Dividends	Approve Profit Distribution	For	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Novatek Microelectronics Corp.	3034	Taiwan	8/06/2022	Amend Articles/Bylaws/Charter -- Organization-Related	Amend Procedures Governing the Acquisition or Disposal of Assets	For	For	A vote FOR is warranted given that the amendments are mostly to align company procedures with regulations and based on operational needs.
Win Semiconductors Corp.	3105	Taiwan	17/06/2022	Accept Financial Statements and Statutory Reports	Approve Business Report, Financial Statements and Profit Distribution	For	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
Win Semiconductors Corp.	3105	Taiwan	17/06/2022	Amend Articles/Bylaws/Charter -- Organization-Related	Amend Procedures Governing the Acquisition or Disposal of Assets	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations, and based on operational needs.
Win Semiconductors Corp.	3105	Taiwan	17/06/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect CHIN-TSAI CHEN (Dennis Chen), with SHAREHOLDER NO.00000073, as Non-Independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Win Semiconductors Corp.	3105	Taiwan	17/06/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect HAI-MING CHEN, with SHAREHOLDER NO.00081087, as Independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Win Semiconductors Corp.	3105	Taiwan	17/06/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect CHAO-SHUN CHANG, with ID NO.G100778XXX, as Independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Win Semiconductors Corp.	3105	Taiwan	17/06/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect YU-CHI WANG (YC Wang), with SHAREHOLDER NO.00000153, as Non-Independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Win Semiconductors Corp.	3105	Taiwan	17/06/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect MING-CHIEN HSIEH, with ID NO.A126111XXX, as Non-Independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Win Semiconductors Corp.	3105	Taiwan	17/06/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect LI-CHENG YEH, with SHAREHOLDER NO.00001435, as Non-Independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Win Semiconductors Corp.	3105	Taiwan	17/06/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect WEN-MING CHANG (William Chang), with SHAREHOLDER NO.00003643, as Non-Independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Win Semiconductors Corp.	3105	Taiwan	17/06/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect SHUN-PING CHEN (Steve Chen), with SHAREHOLDER NO.00000074, as Non-Independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Win Semiconductors Corp.	3105	Taiwan	17/06/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect KUO-HUA CHEN (Kyle Chen), with SHAREHOLDER NO.00005610, as Non-Independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Win Semiconductors Corp.	3105	Taiwan	17/06/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect CHIN-SHIH LIN, with ID NO.A11215XXX, as Independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Win Semiconductors Corp.	3105	Taiwan	17/06/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect SHEN-YI LEE, with SHAREHOLDER NO.00002998, as Independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Win Semiconductors Corp.	3105	Taiwan	17/06/2022	Allow Directors to Engage in Commercial Transactions with the Company and/or Be Involved with Other Companies	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	For	For	A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.
Toyota Boshoku Corp.	3116	Japan	14/06/2022	Amend Articles to: (Japan)	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Toyota Boshoku Corp.	3116	Japan	14/06/2022	Elect Director	Elect Director Toyoda, Shuhei	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Boshoku Corp.	3116	Japan	14/06/2022	Elect Director	Elect Director Mlyazaki, Naoki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Boshoku Corp.	3116	Japan	14/06/2022	Elect Director	Elect Director Shiryogami, Masayoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Boshoku Corp.	3116	Japan	14/06/2022	Elect Director	Elect Director Yamamoto, Takashi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Boshoku Corp.	3116	Japan	14/06/2022	Elect Director	Elect Director warnori, Shunichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Boshoku Corp.	3116	Japan	14/06/2022	Elect Director	Elect Director Koyama, Akhiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Boshoku Corp.	3116	Japan	14/06/2022	Elect Director	Elect Director Shikawa, Junko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Boshoku Corp.	3116	Japan	14/06/2022	Elect Director	Elect Director Seto, Takafumi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Boshoku Corp.	3116	Japan	14/06/2022	Elect Director	Elect Director Ito, Kenichiro	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Toyota Boshoku Corp.	3116	Japan	14/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Miura, Hiroshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Boshoku Corp.	3116	Japan	14/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Kawamura, Kazuo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Boshoku Corp.	3116	Japan	14/06/2022	Approve Increase in Aggregate Compensation Ceiling for Statutory Auditors	Approve Compensation Ceiling for Statutory Auditors	For	For	A vote FOR this proposal is warranted because: * The size of the proposed ceiling cannot be regarded as high.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Accept Financial Statements and Statutory Reports	Approve Report of the Board of Directors	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Accept Financial Statements and Statutory Reports	Approve Release of the Board of Supervisors	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Accept Financial Statements and Statutory Reports	Approve Financial Report	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Approve Allocation of Income and Dividends	Approve Profit Distribution Plan	For	For	A vote FOR this resolution is warranted given that this is a reasonable request that is made in line with applicable laws in China.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	Approve Fixed Assets Investment Plan	For	For	In the absence of any known issues concerning the investment plan and use of funds by the bank, a vote FOR this resolution is warranted.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve KPMG as International Auditor and KPMG Huazhen LLP as Domestic Auditor and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the proposed audit firms, and the proposed change of auditors.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Elect Director	Elect Ren Deqi as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Elect Director	Elect Liu Jun as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Elect Director	Elect Li Longcheng as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Elect Director	Elect Wang Linping as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Elect Director	Elect Chang Baosheng as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Elect Director	Elect Liao, Yi Chien David as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Elect Director	Elect Chan Siu Chung as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Elect Director	Elect Mu Guoxin as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Elect Director	Elect Chen Junkui as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Elect Director	Elect Luo Xiaoping as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Elect Director	Elect Woo Chin Wan, Raymond as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Elect Director	Elect Cai Haoyi as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Elect Director	Elect Shi Lei as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.

Bank of Communications Co., Ltd.	3328	China	28/06/2022	Elect Director	Elect Zhang Xiangdong as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Elect Director	Elect Li Xiaohui as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Elect Director	Elect Ma Jun as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Xu Jiming as Supervisor	For	For	In the absence of any known issues relating to the nominees, a vote FOR their election is warranted.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Wang Xueqing as Supervisor	For	For	In the absence of any known issues relating to the nominees, a vote FOR their election is warranted.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Li Yao as Supervisor	For	For	In the absence of any known issues relating to the nominees, a vote FOR their election is warranted.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Chen Hanwen as Supervisor	For	For	In the absence of any known issues relating to the nominees, a vote FOR their election is warranted.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Su Zhi as Supervisor	For	For	In the absence of any known issues relating to the nominees, a vote FOR their election is warranted.
Bank of Communications Co., Ltd.	3328	China	28/06/2022	Approve Investment in Another Company	Approve Extension of the Validity Period on the Capital Increase to Bank of Communications (Hong Kong) Limited and the Authorization	For	For	A vote FOR this resolution is warranted given the extension of validity period is expected to facilitate the completion and effectiveness of the Capital Increase.
Toray Industries, Inc.	3402	Japan	23/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 8	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Toray Industries, Inc.	3402	Japan	23/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Reduce Directors' Term	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Toray Industries, Inc.	3402	Japan	23/06/2022	Elect Director	Elect Director Nikkaku, Akihiro	Against	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
Toray Industries, Inc.	3402	Japan	23/06/2022	Elect Director	Elect Director Noyori, Ryoji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toray Industries, Inc.	3402	Japan	23/06/2022	Elect Director	Elect Director Kaminaga, Susumu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toray Industries, Inc.	3402	Japan	23/06/2022	Elect Director	Elect Director Futagawa, Kazuo	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Toray Industries, Inc.	3402	Japan	23/06/2022	Elect Director	Elect Director Oya, Mitsuo	Against	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
Toray Industries, Inc.	3402	Japan	23/06/2022	Elect Director	Elect Director Hagihara, Satoru	Against	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
Toray Industries, Inc.	3402	Japan	23/06/2022	Elect Director	Elect Director Adachi, Kazuyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toray Industries, Inc.	3402	Japan	23/06/2022	Elect Director	Elect Director Yoshinaga, Minoru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toray Industries, Inc.	3402	Japan	23/06/2022	Elect Director	Elect Director Suga, Yasuo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toray Industries, Inc.	3402	Japan	23/06/2022	Elect Director	Elect Director Shuto, Kazuhiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toray Industries, Inc.	3402	Japan	23/06/2022	Elect Director	Elect Director Okamoto, Masahiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toray Industries, Inc.	3402	Japan	23/06/2022	Elect Director	Elect Director Ito, Kunio	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toray Industries, Inc.	3402	Japan	23/06/2022	Approve Annual Bonus Payment for Directors and Statutory Auditors	Approve Annual Bonus	For	For	A vote FOR the proposal is warranted because: * The total proposed amount of the bonuses is not excessively high.
Toray Industries, Inc.	3402	Japan	23/06/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Compensation Ceiling for Directors	For	For	A vote FOR this proposal is warranted because: * The company is proposing to lower the current ceiling. * The size of the proposed ceiling cannot be regarded as inappropriate.
Kuraray Co., Ltd.	3405	Japan	24/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 20	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Kuraray Co., Ltd.	3405	Japan	24/03/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Kuraray Co., Ltd.	3405	Japan	24/03/2022	Elect Director	Elect Director Kawahara, Hitoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kuraray Co., Ltd.	3405	Japan	24/03/2022	Elect Director	Elect Director Tanaka, Satoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kuraray Co., Ltd.	3405	Japan	24/03/2022	Elect Director	Elect Director Ido, Kyoto	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kuraray Co., Ltd.	3405	Japan	24/03/2022	Elect Director	Elect Director Hayase, Hiroaya	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kuraray Co., Ltd.	3405	Japan	24/03/2022	Elect Director	Elect Director Ito, Masaaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kuraray Co., Ltd.	3405	Japan	24/03/2022	Elect Director	Elect Director Sano, Yoshimasa	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kuraray Co., Ltd.	3405	Japan	24/03/2022	Elect Director	Elect Director Taga, Keiji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kuraray Co., Ltd.	3405	Japan	24/03/2022	Elect Director	Elect Director Matthias Gutweller	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kuraray Co., Ltd.	3405	Japan	24/03/2022	Elect Director	Elect Director Takai, Nobuhiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kuraray Co., Ltd.	3405	Japan	24/03/2022	Elect Director	Elect Director Hamano, Jun	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kuraray Co., Ltd.	3405	Japan	24/03/2022	Elect Director	Elect Director Murata, Keiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kuraray Co., Ltd.	3405	Japan	24/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Nagahama, Mitsuhiro	Against	Against	A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.
SUMCO Corp.	3436	Japan	29/03/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
SUMCO Corp.	3436	Japan	29/03/2022	Elect Director	Elect Director Hashimoto, Mayuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SUMCO Corp.	3436	Japan	29/03/2022	Elect Director	Elect Director Taki, Michiharu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SUMCO Corp.	3436	Japan	29/03/2022	Elect Director	Elect Director Awa, Toshihiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SUMCO Corp.	3436	Japan	29/03/2022	Elect Director	Elect Director Ryuta, Jiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SUMCO Corp.	3436	Japan	29/03/2022	Elect Director	Elect Director Kato, Akane	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SUMCO Corp.	3436	Japan	29/03/2022	Elect Director	Elect Director and Audit Committee Member Inoue, Fumio	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SUMCO Corp.	3436	Japan	29/03/2022	Elect Director	Elect Director and Audit Committee Member Tanaka, Hitoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SUMCO Corp.	3436	Japan	29/03/2022	Elect Director	Elect Director and Audit Committee Member Mitomi, Masahiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SUMCO Corp.	3436	Japan	29/03/2022	Elect Director	Elect Director and Audit Committee Member Ota, Shinichiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SUMCO Corp.	3436	Japan	29/03/2022	Elect Director	Elect Director and Audit Committee Member Sue, Masahiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Life360, Inc.	360	USA	20/05/2022	Elect Director	Elect Chris Hulls as Director	For	For	ABSTAIN votes for incumbent nomination committee member John Coghlan are warranted for lack of diversity on the board. An ABSTAIN vote on the re-election of John Coghlan is warranted because he is reclassified as non-independent given excessive tenure on the board which is not majority independent (only 44 percent independent). An ABSTAIN vote on the election of CJ Prober is warranted as he is an executive director on the board in addition to the CEO which is not majority independent. A vote FOR the re-election of Chris Hulls is warranted. He is the CEO, co-founder and integral to this company.
Life360, Inc.	360	USA	20/05/2022	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Grant of RSUs and Options to Randi Zuckerberg	Against	Against	A vote AGAINST these resolutions is warranted. While recognising that directors are paid in cash, RSUs and options, the grant of options to non-executive directors is inconsistent with local market corporate governance guidelines and practices, given that performance-based remuneration may impact the independent judgment of non-executive directors. The market expects director fees paid in cash, while typically supporting salary-sacrifice arrangements of NED cash fees into shares.
Life360, Inc.	360	USA	20/05/2022	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Grant of RSUs and Options to Alex Haro	Against	Against	A vote AGAINST these resolutions is warranted. While recognising that directors are paid in cash, RSUs and options, the grant of options to non-executive directors is inconsistent with local market corporate governance guidelines and practices, given that performance-based remuneration may impact the independent judgment of non-executive directors. The market expects director fees paid in cash, while typically supporting salary-sacrifice arrangements of NED cash fees into shares.
Life360, Inc.	360	USA	20/05/2022	Approve Share Plan Grant	Approve Grant of RSUs and Options to Charles (CJ) Prober	Against	Against	A vote AGAINST these resolutions is warranted because the material terms of the proposed grants of RSUs and options to the executive directors are not in line with local market best practice: * The only vesting condition for all awards is continued service which is misaligned with local market and shareholder interests for the vesting of long-term incentives to be subject to challenging performance conditions linked to improved company performance and shareholder outcomes. * The vesting period for some of the awards (options to be granted to Hulls and RSUs to be granted to Prober) does not meet the minimum accepted standard in the Australian market of three years.
Life360, Inc.	360	USA	20/05/2022	Approve Acquisition OR Issue Shares in Connection with Acquisition	Ratify Past Issuance of Shares and Notes to Shareholders of Jio, Inc.	For	For	A vote FOR the ratification of the past issue of shares to shareholders of Jio, Inc. is warranted on the basis that: * The dilutive impact associated with the issuance of shares is not significant; * The issue price is at a premium to the company's share price prior to the announcement; and * The issuance is to the vendors in connection with the acquisition of JioBit and well aligned with existing shareholders of the company. It is noted that the market reaction following the announcement may indicate some concerns.
Life360, Inc.	360	USA	20/05/2022	Ratify Past Issuance of Shares	Ratify Past Issuance of CDs to New and Existing Institutional Investors	For	For	A qualified vote FOR this resolution is warranted given that the funds raised in the placement were put towards the acquisition of Tile, Inc. and balance sheet strength. The capital raising also included an entitlement offer to existing investors. The recommendation is qualified to highlight the high 8.56 percent dilutive impact and high 10.6 percent discount on the issue of the placement shares. The company's share price has trended downward since the announcement, and based on the company's closing price on 29 April 2022, the issue price represents a 198 percent premium to the prevailing share price on this date.
Life360, Inc.	360	USA	20/05/2022	Approve Acquisition OR Issue Shares in Connection with Acquisition	Ratify Past Issuance of Shares to Shareholders of Tile, Inc.	For	For	A vote FOR the ratification of the past issue of shares to shareholders of Tile, Inc. is warranted on the basis that: * The dilutive impact associated with the issuance of shares is not significant; * The discount on the issue price is small; and * The issuance is to the vendors in connection with the acquisition of Tile and well aligned with existing shareholders of the company. However, the market reaction following the announcement may indicate some concerns.
Life360, Inc.	360	USA	20/05/2022	Elect Director	Elect John Philip Coghlan as Director	Abstain	Abstain	ABSTAIN votes for incumbent nomination committee member John Coghlan are warranted for lack of diversity on the board. An ABSTAIN vote on the re-election of John Coghlan is warranted because he is reclassified as non-independent given excessive tenure on the board which is not majority independent (only 44 percent independent). An ABSTAIN vote on the election of CJ Prober is warranted as he is an executive director on the board in addition to the CEO which is not majority independent. A vote FOR the re-election of Chris Hulls is warranted. He is the CEO, co-founder and integral to this company.

Life360, Inc.	360	USA	20/05/2022	Elect Director	Elect Charles (CJ) Prober as Director	Abstain	Abstain	ABSTAIN votes for incumbent nomination committee member John Coghlan are warranted for lack of diversity on the board. An ABSTAIN vote on the re-election of John Coghlan is warranted because he is reclassified as non-independent given excessive tenure on the board which is not majority independent (only 44 percent independent). An ABSTAIN vote on the election of CJ Prober is warranted as he is an executive director on the board in addition to the CEO which is not majority independent. A vote FOR the re-election of Chris Hulls is warranted. He is the CEO, co-founder and integral to this company.
Life360, Inc.	360	USA	20/05/2022	Approve Share Plan Grant	Approve Grant of RSUs and Options to Chris Hulls	Against	Against	A vote AGAINST these resolutions is warranted because the material terms of the proposed grants of RSUs and options to the executive directors are not in line with local market best practice. * The only vesting condition for all awards is continued service which is misaligned with local market and shareholder interests for the vesting of long-term incentives to be subject to challenging performance conditions linked to improved company performance and shareholder outcomes. * The vesting period for some of the awards (options to be granted to Prober) does not meet the minimum accepted standard in the Australian market of three years.
Life360, Inc.	360	USA	20/05/2022	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Grant of RSUs and Options to John Philip Coghlan	Against	Against	A vote AGAINST these resolutions is warranted. While recognising that directors are paid in cash, RSUs and options, the grant of options to non-executive directors is inconsistent with local market corporate governance guidelines and practices, given that performance-based remuneration may impact the independent judgment of non-executive directors. The market expects director fees paid in cash, while typically supporting salary-sacrifice arrangements of NED cash fees into shares.
Life360, Inc.	360	USA	20/05/2022	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Grant of RSUs and Options to Brit Morin	Against	Against	A vote AGAINST these resolutions is warranted. While recognising that directors are paid in cash, RSUs and options, the grant of options to non-executive directors is inconsistent with local market corporate governance guidelines and practices, given that performance-based remuneration may impact the independent judgment of non-executive directors. The market expects director fees paid in cash, while typically supporting salary-sacrifice arrangements of NED cash fees into shares.
Life360, Inc.	360	USA	20/05/2022	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Grant of RSUs and Options to James Synge	Against	Against	A vote AGAINST these resolutions is warranted. While recognising that directors are paid in cash, RSUs and options, the grant of options to non-executive directors is inconsistent with local market corporate governance guidelines and practices, given that performance-based remuneration may impact the independent judgment of non-executive directors. The market expects director fees paid in cash, while typically supporting salary-sacrifice arrangements of NED cash fees into shares.
Life360, Inc.	360	USA	20/05/2022	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Grant of RSUs and Options to Mark Goines	Against	Against	A vote AGAINST these resolutions is warranted. While recognising that directors are paid in cash, RSUs and options, the grant of options to non-executive directors is inconsistent with local market corporate governance guidelines and practices, given that performance-based remuneration may impact the independent judgment of non-executive directors. The market expects director fees paid in cash, while typically supporting salary-sacrifice arrangements of NED cash fees into shares.
Life360, Inc.	360	USA	20/05/2022	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Grant of RSUs and Options to David Wladowski	Against	Against	A vote AGAINST these resolutions is warranted. While recognising that directors are paid in cash, RSUs and options, the grant of options to non-executive directors is inconsistent with local market corporate governance guidelines and practices, given that performance-based remuneration may impact the independent judgment of non-executive directors. The market expects director fees paid in cash, while typically supporting salary-sacrifice arrangements of NED cash fees into shares.
Koei Tecmo Holdings Co., Ltd.	3635	Japan	16/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 108	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Koei Tecmo Holdings Co., Ltd.	3635	Japan	16/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Koei Tecmo Holdings Co., Ltd.	3635	Japan	16/06/2022	Elect Director	Elect Director Erikawa, Keiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Koei Tecmo Holdings Co., Ltd.	3635	Japan	16/06/2022	Elect Director	Elect Director Kobayashi, Hiroshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Koei Tecmo Holdings Co., Ltd.	3635	Japan	16/06/2022	Elect Director	Elect Director Sato, Tatsuo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Koei Tecmo Holdings Co., Ltd.	3635	Japan	16/06/2022	Elect Director	Elect Director Ogasawara, Michiaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Koei Tecmo Holdings Co., Ltd.	3635	Japan	16/06/2022	Elect Director	Elect Director Hayashi, Fumiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Koei Tecmo Holdings Co., Ltd.	3635	Japan	16/06/2022	Elect Director	Elect Director Erikawa, Yoichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Koei Tecmo Holdings Co., Ltd.	3635	Japan	16/06/2022	Elect Director	Elect Director Koinuma, Hisashi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Koei Tecmo Holdings Co., Ltd.	3635	Japan	16/06/2022	Elect Director	Elect Director Hayashi, Yosuke	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Koei Tecmo Holdings Co., Ltd.	3635	Japan	16/06/2022	Elect Director	Elect Director Asano, Kaniro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Koei Tecmo Holdings Co., Ltd.	3635	Japan	16/06/2022	Elect Director	Elect Director Sakaguchi, Kazuyoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Koei Tecmo Holdings Co., Ltd.	3635	Japan	16/06/2022	Elect Director	Elect Director Erikawa, Mei	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Koei Tecmo Holdings Co., Ltd.	3635	Japan	16/06/2022	Elect Director	Elect Director Kakihara, Yasuharu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Koei Tecmo Holdings Co., Ltd.	3635	Japan	16/06/2022	Elect Director	Elect Director Tejima, Masao	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Koei Tecmo Holdings Co., Ltd.	3635	Japan	16/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Kimura, Masaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Koei Tecmo Holdings Co., Ltd.	3635	Japan	16/06/2022	Approve Executive Share Option Plan	Approve Stock Option Plan	For	For	A vote FOR this stock option plan is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
NEXON Co., Ltd.	3659	Japan	25/03/2022	Amend Articles to: (Japan)	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
NEXON Co., Ltd.	3659	Japan	25/03/2022	Elect Director	Elect Director Owen Mahoney	Against	Against	A vote AGAINST this proposal is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
NEXON Co., Ltd.	3659	Japan	25/03/2022	Elect Director	Elect Director Uemura, Shiro	Against	Against	A vote AGAINST this proposal is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
NEXON Co., Ltd.	3659	Japan	25/03/2022	Elect Director	Elect Director Patrick Soderlund	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NEXON Co., Ltd.	3659	Japan	25/03/2022	Elect Director	Elect Director Kevin Mayer	Against	Against	A vote AGAINST this director nominee is warranted because: * The nominee cannot be expected to fulfill the role of overseeing management effectively in the interests of shareholders in light of the low attendance rate.
NEXON Co., Ltd.	3659	Japan	25/03/2022	Elect Director	Elect Director and Audit Committee Member Alexander Ioslevich	Against	Against	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.
NEXON Co., Ltd.	3659	Japan	25/03/2022	Elect Director	Elect Director and Audit Committee Member Honda, Satoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NEXON Co., Ltd.	3659	Japan	25/03/2022	Elect Director	Elect Director and Audit Committee Member Kuniya, Shiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NEXON Co., Ltd.	3659	Japan	25/03/2022	Approve Executive Share Option Plan	Approve Stock Option Plan	For	For	A vote FOR this stock option plan is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Meituan	3690	Cayman Islands	18/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
Meituan	3690	Cayman Islands	18/05/2022	Elect Director	Elect Wang Xing as Director	Against	Against	A vote AGAINST incumbent nominating committee member Heung Yeung (Harry) Shum is warranted for lack of diversity on the board. A vote AGAINST the election of Xing Wang and Rongjun Mu is warranted given that their failure to ensure the company's compliance with relevant rules and regulations raise serious concerns on their ability to fulfill fiduciary duties in the company.
Meituan	3690	Cayman Islands	18/05/2022	Elect Director	Elect Mu Rongjun as Director	Against	Against	A vote AGAINST incumbent nominating committee member Heung Yeung (Harry) Shum is warranted for lack of diversity on the board. A vote AGAINST the election of Xing Wang and Rongjun Mu is warranted given that their failure to ensure the company's compliance with relevant rules and regulations raise serious concerns on their ability to fulfill fiduciary duties in the company.
Meituan	3690	Cayman Islands	18/05/2022	Elect Director	Elect Shum Heung Yeung Harry as Director	Against	Against	A vote AGAINST incumbent nominating committee member Heung Yeung (Harry) Shum is warranted for lack of diversity on the board. A vote AGAINST the election of Xing Wang and Rongjun Mu is warranted given that their failure to ensure the company's compliance with relevant rules and regulations raise serious concerns on their ability to fulfill fiduciary duties in the company.
Meituan	3690	Cayman Islands	18/05/2022	Approve Remuneration of Directors and/or Committee Members	Authorize Board to Fix Remuneration of Directors	For	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.
Meituan	3690	Cayman Islands	18/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
Meituan	3690	Cayman Islands	18/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Issued Share Capital	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Meituan	3690	Cayman Islands	18/05/2022	Authorize Reissuance of Repurchased Shares	Authorize Reissuance of Repurchased Shares	Against	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
Meituan	3690	Cayman Islands	18/05/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
ASE Technology Holding Co., Ltd.	3711	Taiwan	23/06/2022	Accept Financial Statements and Statutory Reports	Approve Business Operations Report and Financial Statements	For	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
ASE Technology Holding Co., Ltd.	3711	Taiwan	23/06/2022	Approve Allocation of Income and Dividends	Approve Plan on Profit Distribution	For	For	A vote FOR is warranted because the proposed payout is considered reasonable.
ASE Technology Holding Co., Ltd.	3711	Taiwan	23/06/2022	Amend Articles/Bylaws/Charter -- Organization-Related	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations or based on operational needs.
China Petroleum & Chemical Corp.	386	China	20/10/2021	Approve Transaction with a Related Party	Approve Continuing Connected Transactions and Relevant Authorizations	Against	Against	A vote AGAINST this proposal is warranted given the following: * the proposed related-party transactions include the deposit of funds with group finance companies, which may expose the company to unnecessary risks; and * the provision of entrusted loan services to these associates of the company's controlling shareholder may pose additional unnecessary risks.
China Petroleum & Chemical Corp.	386	China	20/10/2021	Amend Corporate Purpose	Approve Amendments to Articles of Association to Change Business Scope	For	For	A vote FOR is warranted as no concerns have been identified in relation to the expansion of the company's business scope.
China Petroleum & Chemical Corporation	386	China	18/05/2022	Accept Financial Statements and Statutory Reports	Approve Report of the Board of Directors of Sinopec Corp.	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
China Petroleum & Chemical Corporation	386	China	18/05/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Qiu Fasen as Supervisor	For	For	A vote FOR the supervisor nominees is warranted given the absence of any known issues relating to these nominees.
China Petroleum & Chemical Corporation	386	China	18/05/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Lv Liangong as Supervisor	For	For	A vote FOR the supervisor nominees is warranted given the absence of any known issues relating to these nominees.
China Petroleum & Chemical Corporation	386	China	18/05/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Wu Bo as Supervisor	For	For	A vote FOR the supervisor nominees is warranted given the absence of any known issues relating to these nominees.
China Petroleum & Chemical Corporation	386	China	18/05/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Zhai Yalin as Supervisor	For	For	A vote FOR the supervisor nominees is warranted given the absence of any known issues relating to these nominees.
China Petroleum & Chemical Corporation	386	China	18/05/2022	Accept Financial Statements and Statutory Reports	Approve Report of the Board of Supervisors of Sinopec Corp.	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.

China Petroleum & Chemical Corporation	386	China	18/05/2022	Accept Financial Statements and Statutory Reports	Approve Audited Financial Reports of Sinopec Corp.	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
China Petroleum & Chemical Corporation	386	China	18/05/2022	Approve Allocation of Income and Dividends	Approve Profit Distribution Plan of Sinopec Corp.	For	For	A vote FOR these resolutions is warranted given that this is a reasonable request that is made in line with applicable laws in China.
China Petroleum & Chemical Corporation	386	China	18/05/2022	Approve Allocation of Income and Dividends	Approve Interim Profit Distribution Plan of Sinopec Corp.	For	For	A vote FOR these resolutions is warranted given that this is a reasonable request that is made in line with applicable laws in China.
China Petroleum & Chemical Corporation	386	China	18/05/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve KPMG Huazhen (Special General Partnership) and KPMG as External Auditors of Sinopec Corp. and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firms, their remuneration, and the way the audit was conducted.
China Petroleum & Chemical Corporation	386	China	18/05/2022	Authorize Issuance of Bonds/Debentures	Authorize Board to Determine the Proposed Plan for Issuance of Debt Financing Instrument(s)	Against	Against	A vote AGAINST this resolution is warranted given the limited disclosure regarding the proposed issuance of debt financing instruments.
China Petroleum & Chemical Corporation	386	China	18/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Grant to the Board a General Mandate to Issue New Domestic Shares and/or Overseas-Listed Foreign Shares of Sinopec Corp.	Against	Against	A vote AGAINST this resolution is warranted for the following: * The share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
China Petroleum & Chemical Corporation	386	China	18/05/2022	Authorize Share Repurchase Program	Approve Grant to the Board a General Mandate to Buy Back Domestic Shares and/or Overseas-Listed Foreign Shares of Sinopec Corp.	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
China Petroleum & Chemical Corporation	386	China	18/05/2022	Authorize Share Repurchase Program	Approve Grant to the Board a General Mandate to Buy Back Domestic Shares and/or Overseas-Listed Foreign Shares of Sinopec Corp.	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Hong Kong Exchanges and Clearing Limited	388	Hong Kong	27/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
Hong Kong Exchanges and Clearing Limited	388	Hong Kong	27/04/2022	Elect Director	Elect Apurv Bagri as Director	For	For	A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee.
Hong Kong Exchanges and Clearing Limited	388	Hong Kong	27/04/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
Hong Kong Exchanges and Clearing Limited	388	Hong Kong	27/04/2022	Authorize Share Repurchase Program	Authorize Repurchase of Issued Share Capital	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Hong Kong Exchanges and Clearing Limited	388	Hong Kong	27/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For	A vote FOR the general share issuance mandate is warranted for the following: * The share issuance limit does not exceed 10 percent of the relevant class of shares. * The company has specified a discount limit which is 10 percent.
Hong Kong Exchanges and Clearing Limited	388	Hong Kong	27/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration Payable to the Chairman and Each of the Other Members of the Listing Operation Governance Committee of HKEX	For	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR these proposals is warranted.
Hong Kong Exchanges and Clearing Limited	388	Hong Kong	27/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration Payable to the Chairman and Each of the Other Non-Executive Directors of HKEX	For	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR these proposals is warranted.
Hong Kong Exchanges and Clearing Limited	388	Hong Kong	27/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration Payable to the Chairman and Each of the Other Members in Respect of Each Committee	For	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR these proposals is warranted.
Kingsoft Corporation Limited	3888	Cayman Islands	9/12/2021	Approve Executive Share Option Plan	Adopt New Share Option Scheme	Against	Against	A vote AGAINST this resolution is warranted because: * The company could be considered a mature company, and the limit under the proposed New Scheme, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * Performance conditions and meaningful vesting periods have not been disclosed. * The directors eligible to receive options under the New Scheme are involved in the administration of the scheme.
Kingsoft Corporation Limited	3888	Cayman Islands	9/12/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
Kingsoft Corporation Limited	3888	Cayman Islands	25/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
Kingsoft Corporation Limited	3888	Cayman Islands	25/05/2022	Elect Director	Elect Tao Zou as Director	For	For	A vote FOR both nominees is warranted.
Kingsoft Corporation Limited	3888	Cayman Islands	25/05/2022	Elect Director	Elect Pak Kwan Kau as Director	For	For	A vote FOR both nominees is warranted.
Kingsoft Corporation Limited	3888	Cayman Islands	25/05/2022	Approve Remuneration of Directors and/or Committee Members	Authorize Board to Fix Remuneration of Directors	For	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.
Kingsoft Corporation Limited	3888	Cayman Islands	25/05/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
Kingsoft Corporation Limited	3888	Cayman Islands	25/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
Kingsoft Corporation Limited	3888	Cayman Islands	25/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Issued Share Capital	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Kingsoft Corporation Limited	3888	Cayman Islands	25/05/2022	Authorize Reissuance of Repurchased Shares	Authorize Reissuance of Repurchased Shares	Against	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
RAKUS Co., Ltd.	3923	Japan	24/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 1.9	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
RAKUS Co., Ltd.	3923	Japan	24/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
RAKUS Co., Ltd.	3923	Japan	24/06/2022	Elect Director	Elect Director Nakamura, Takao	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
RAKUS Co., Ltd.	3923	Japan	24/06/2022	Elect Director	Elect Director Matsumura, Yoshifumi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
RAKUS Co., Ltd.	3923	Japan	24/06/2022	Elect Director	Elect Director Motomatsu, Shinichiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
RAKUS Co., Ltd.	3923	Japan	24/06/2022	Elect Director	Elect Director Ogita, Kenji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
RAKUS Co., Ltd.	3923	Japan	24/06/2022	Elect Director	Elect Director Kunimoto, Yukihiko	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
RAKUS Co., Ltd.	3923	Japan	24/06/2022	Elect Director	Elect Director Saito, Reika	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Accept Financial Statements and Statutory Reports	Approve Work Report of the Board of Directors	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Luo Sheng as Supervisor	For	For	In the absence of any known issues relating to the nominees, a vote FOR their election is warranted.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Peng Bihong as Supervisor	For	For	In the absence of any known issues relating to the nominees, a vote FOR their election is warranted.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Wu Heng as Supervisor	For	For	In the absence of any known issues relating to the nominees, a vote FOR their election is warranted.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Xu Zhengjun as Supervisor	For	For	In the absence of any known issues relating to the nominees, a vote FOR their election is warranted.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Cai Hongping as Supervisor	For	For	In the absence of any known issues relating to the nominees, a vote FOR their election is warranted.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Zhang Xiang as Supervisor	For	For	In the absence of any known issues relating to the nominees, a vote FOR their election is warranted.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Authorize Board to Ratify and Execute Approved Resolutions	Approve Adjustment on Authorization of the Board of Directors in Respect of Domestic Preference Shares	For	For	A vote FOR this proposal is warranted given that the proposed adjustment on the board authority is deemed non-contentious as the scope and authority remain unchanged and given that it would facilitate the handling of the follow-up matters on the domestic preference shares.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Amend Articles of Association Regarding Party Committee	Amend Articles of Association	Against	Against	A vote AGAINST is warranted because the proposed articles amendments are not considered to adequately provide for accountability and transparency to shareholders.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	Elect Shen Zheting as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Accept Financial Statements and Statutory Reports	Approve Work Report of the Board of Supervisors	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Accept Financial Statements and Statutory Reports	Approve Annual Report	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Accept Financial Statements and Statutory Reports	Approve Audited Financial Statements	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Approve Allocation of Income and Dividends	Approve Profit Appropriation Plan	For	For	A vote FOR this resolution is warranted given that this is a reasonable request that is made in line with applicable laws in China.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP (Special General Partnership) as Domestic Auditor and Deloitte Touche Tohmatsu Certified Public Accountants as Overseas Auditor and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firms, their remuneration, and the way the audit was conducted.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Accept Financial Statements and Statutory Reports	Approve Related Party Transaction Report	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Company Specific Organization Related	Approve Medium-Term Capital Management Plan	For	For	A vote FOR this proposal is warranted given that the plan is made in accordance with the relevant rules and regulations and provides transparency over the company's capital management.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	Elect Miao Jianmin as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	Elect Hu Jianhua as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	Elect Fu Gangfeng as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	Elect Zhou Song as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	Elect Hong Xiaoyuan as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.

China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	Elect Zhang Jian as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	Elect Su Min as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	Elect Sun Yunfei as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	Elect Chen Dong as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Elect Director	Elect Wang Liang as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Elect Director	Elect Li Delin as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Elect Director	Elect Wong See Hong as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Elect Director	Elect Li Menggang as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Elect Director	Elect Liu Qiao as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Elect Director	Elect Tian Hongqi as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Elect Director	Elect Li Chaoxian as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
China Merchants Bank Co., Ltd.	3968	China	29/06/2022	Elect Director	Elect Shi Yongdong as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Bank of China Limited	3988	China	17/02/2022	Elect Director	Elect Huang Binghua as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Bank of China Limited	3988	China	17/02/2022	Approve/Amend Regulations on Board of Directors	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	For	For	A vote FOR this resolution is warranted given the proposed amendments would enhance the company's corporate governance practices.
Bank of China Limited	3988	China	17/02/2022	Elect Director	Elect E Weinan as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Bank of China Limited	3988	China	17/02/2022	Elect Director	Elect Jean-Louis Ekra as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Bank of China Limited	3988	China	17/02/2022	Elect Director	Elect Giovanni Tria as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Bank of China Limited	3988	China	17/02/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Hui Ping as Supervisor	For	For	In the absence of any known issues relating to the nominee, a vote FOR his election is warranted.
Bank of China Limited	3988	China	17/02/2022	Approve Charitable Donations	Approve Application for Special External Donation Limit for Targeted Support	For	For	A vote FOR this resolution is warranted as it would allow the company to better fulfill its corporate social responsibility.
Bank of China Limited	3988	China	17/02/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration Distribution Plan for Chairman of the Board of Directors and Executive Directors	For	For	Director and supervisor remuneration at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director and supervisor remuneration at the company, a vote FOR these proposals is warranted.
Bank of China Limited	3988	China	17/02/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration Distribution Plan for Chairman of the Board of Supervisors	For	For	Director and supervisor remuneration at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director and supervisor remuneration at the company, a vote FOR these proposals is warranted.
Bank of China Limited	3988	China	17/02/2022	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	Approve Capital Management Plan of Bank of China for the 14th Five-year Plan Period	For	For	A vote FOR this resolution is warranted given that the proposed transaction is designed to assist the company improve its capital replenishment mechanism and promote capital management measures.
Bank of China Limited	3988	China	17/02/2022	Accept Financial Statements and Statutory Reports	Approve Work Report of Board of Directors	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
Bank of China Limited	3988	China	17/02/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Chu Yiyun as Supervisor	For	For	In the absence of any known issues relating to the nominee, a vote FOR his election is warranted.
Bank of China Limited	3988	China	30/06/2022	Approve Charitable Donations	Approve Additional Donation to the Tan Kah Kee Science Award Foundation	For	For	A vote FOR this resolution is warranted as it would allow the company to better fulfill its corporate social responsibility.
Bank of China Limited	3988	China	30/06/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration Distribution Plan for External Supervisors	For	For	A vote FOR this proposal is warranted given the absence of known concerns over the proposed external supervisor remuneration at the company.
Bank of China Limited	3988	China	30/06/2022	Authorize Issuance of Bonds/Debentures	Approve Plan for the Issuance of Non-capital Bonds	For	For	A vote FOR this proposal is warranted given the reasons stated by the board and use of proceeds.
Bank of China Limited	3988	China	30/06/2022	Authorize Issuance of Bonds/Debentures	Approve Issuance of Write-down Undated Capital Bonds	For	For	A vote FOR this proposal is warranted given the reasons stated by the board and use of proceeds.
Bank of China Limited	3988	China	30/06/2022	Authorize Issuance of Bonds/Debentures	Approve Issuance of Qualified Write-down Tier 2 Capital Instruments	For	For	A vote FOR this proposal is warranted given the reasons stated by the board and use of proceeds.
Bank of China Limited	3988	China	30/06/2022	Amend Articles of Association Regarding Party Committee	Amend Articles of Association	Against	Against	A vote AGAINST is warranted because the proposed articles amendments are not considered to adequately provide for accountability and transparency to shareholders.
Bank of China Limited	3988	China	30/06/2022	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	Elect Zhang Jianguang as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Bank of China Limited	3988	China	17/02/2022	Accept Financial Statements and Statutory Reports	Approve Work Report of Board of Supervisors	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
Bank of China Limited	3988	China	17/02/2022	Accept Financial Statements and Statutory Reports	Approve Annual Financial Report	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
Bank of China Limited	3988	China	17/02/2022	Approve Allocation of Income and Dividends	Approve Profit Distribution Plan	For	For	A vote FOR this resolution is warranted given that this is a reasonable request that is made in line with applicable laws in China.
Bank of China Limited	3988	China	17/02/2022	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	Approve Annual Budget for Fixed Assets Investment	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the handling and use of company funds.
Bank of China Limited	3988	China	17/02/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers Zhong Tian LLP as Domestic and External Auditor of Internal Control Audit and PricewaterhouseCoopers as International Auditor and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firms, their remuneration, and the way the audit was conducted.
Bank of China Limited	3988	China	17/02/2022	Elect Director	Elect Martin Cheung Kong Liao as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Bank of China Limited	3988	China	17/02/2022	Elect Director	Elect Chen Chunhua as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Bank of China Limited	3988	China	17/02/2022	Elect Director	Elect Chui Sai Peng Jose as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Pointerra Ltd.	3DP	Australia	6/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the adoption of the remuneration report is warranted. The remuneration practices of the company on balance are in line with local market standards. Nevertheless, shareholders may be concerned with: " Unsubstantiated substantial increase to an executive's fixed pay;" Payment of STI bonus to the managing director despite the company incurring losses during the reporting period; and" Lack of disclosure of the specific KPIs and qualified performance measures (at threshold, target, and maximum) and actual achievement level under each STI metric, which hinders shareholders' abilities to assess performance alignment and goal rigor setting.
Pointerra Ltd.	3DP	Australia	6/12/2021	Elect Director	Elect Paul Farrell as Director	Against	Against	Votes AGAINST incumbent nominee Paul Farrell are warranted for lack of gender diversity on the board. A vote AGAINST the reelection of Paul Farrell is also warranted to signal concerns for the composition of the company's audit and remuneration committees. Mr Farrell is the chairman of the audit and remuneration committees, of which CEO Ian Olson is a member. The presence of an executive member on these committees is considered a material departure from widely accepted corporate governance practice and of concern for appropriate independence of these committees for shareholders.
Pointerra Ltd.	3DP	Australia	6/12/2021	Approve Acquisition OR Issue Shares in Connection with Acquisition	Ratify Past Issuance of Shares to the Vendors	For	For	A vote FOR this resolution is warranted. The issuance of securities to a vendor as consideration for an acquisition retains some alignment of the vendor with the business and shareholders.
Pointerra Ltd.	3DP	Australia	6/12/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve the Issuance of Up to 10 Percent of the Company's Issued Capital	Against	Against	A vote AGAINST this resolution is warranted because there appears to be no immediate need for the additional authority based on the company's most recent quarterly cash flow report.
Pointerra Ltd.	3DP	Australia	6/12/2021	Approve Omnibus Stock Plan	Approve Securities Incentive Plan	For	For	A qualified vote FOR this resolution is warranted given that the Securities Incentive Plan establishes the broader framework for equity-incentives to a wider range of the company's employees. However, governance concerns exist for the fact that non-executive directors may participate in the plan. This aspect is inconsistent with shareholder expectations in this market that NEDs do not receive incentive-based pay.
Sumitomo Chemical Co., Ltd.	4005	Japan	23/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
Sumitomo Chemical Co., Ltd.	4005	Japan	23/06/2022	Elect Director	Elect Director Tokura, Masakazu	Against	Against	A vote AGAINST this nominee is warranted because: " Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm.
Sumitomo Chemical Co., Ltd.	4005	Japan	23/06/2022	Elect Director	Elect Director Ito, Motoshige	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sumitomo Chemical Co., Ltd.	4005	Japan	23/06/2022	Elect Director	Elect Director Muraki, Atsuko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sumitomo Chemical Co., Ltd.	4005	Japan	23/06/2022	Elect Director	Elect Director Ichikawa, Akira	For	For	A vote FOR this nominee is warranted because: " The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Sumitomo Chemical Co., Ltd.	4005	Japan	23/06/2022	Elect Director	Elect Director Iwata, Keiichi	For	For	A vote FOR this nominee is warranted because: There are no particular concerns about the nominee.
Sumitomo Chemical Co., Ltd.	4005	Japan	23/06/2022	Elect Director	Elect Director Takeshita, Noriaki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sumitomo Chemical Co., Ltd.	4005	Japan	23/06/2022	Elect Director	Elect Director Matsui, Masaki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sumitomo Chemical Co., Ltd.	4005	Japan	23/06/2022	Elect Director	Elect Director Akahori, Kingo	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sumitomo Chemical Co., Ltd.	4005	Japan	23/06/2022	Elect Director	Elect Director Mito, Nobuaki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sumitomo Chemical Co., Ltd.	4005	Japan	23/06/2022	Elect Director	Elect Director Ueda, Hiroshi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.

Sumitomo Chemical Co., Ltd.	4005	Japan	23/06/2022	Elect Director	Elect Director Ninuma, Hiroshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Chemical Co., Ltd.	4005	Japan	23/06/2022	Elect Director	Elect Director Tomono, Hiroshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Chemical Co., Ltd.	4005	Japan	23/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Yoneda, Michio	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Chemical Co., Ltd.	4005	Japan	23/06/2022	Approve Restricted Stock Plan	Approve Restricted Stock Plan	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Nissan Chemical Corp.	4021	Japan	28/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 72	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Nissan Chemical Corp.	4021	Japan	28/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Nissan Chemical Corp.	4021	Japan	28/06/2022	Elect Director	Elect Director Kinoshita, Kojiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nissan Chemical Corp.	4021	Japan	28/06/2022	Elect Director	Elect Director Nakagawa, Miyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nissan Chemical Corp.	4021	Japan	28/06/2022	Elect Director	Elect Director Yagi, Shinsuke	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nissan Chemical Corp.	4021	Japan	28/06/2022	Elect Director	Elect Director Honda, Takashi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nissan Chemical Corp.	4021	Japan	28/06/2022	Elect Director	Elect Director Ishikawa, Motoaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nissan Chemical Corp.	4021	Japan	28/06/2022	Elect Director	Elect Director Matsuoka, Takeshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nissan Chemical Corp.	4021	Japan	28/06/2022	Elect Director	Elect Director Daimon, Hideki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nissan Chemical Corp.	4021	Japan	28/06/2022	Elect Director	Elect Director Oe, Tadashi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nissan Chemical Corp.	4021	Japan	28/06/2022	Elect Director	Elect Director Obayashi, Hidehito	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nissan Chemical Corp.	4021	Japan	28/06/2022	Elect Director	Elect Director Kataoka, Kazunori	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nissan Chemical Corp.	4021	Japan	28/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Orai, Kazuhiko	For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
Nissan Chemical Corp.	4021	Japan	28/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Katayama, Noriyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Neural Pocket, Inc.	4056	Japan	30/03/2022	Amend Articles to: (Japan)	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	Against	Against	A vote AGAINST this proposal is warranted because: "The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
Neural Pocket, Inc.	4056	Japan	30/03/2022	Elect Director	Elect Director Shigematsu, Roi	Against	Against	A vote AGAINST this director nominee is warranted because: "Top management should be held responsible for the board composition at the controlled company, which will not have at least two independent directors and board independence of at least one-third.
Neural Pocket, Inc.	4056	Japan	30/03/2022	Elect Director	Elect Director Sasaki, Yuichi	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee.
Neural Pocket, Inc.	4056	Japan	30/03/2022	Elect Director	Elect Director Han Zhou	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee.
Neural Pocket, Inc.	4056	Japan	30/03/2022	Elect Director	Elect Director Tane, Ryoosuke	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee.
Neural Pocket, Inc.	4056	Japan	30/03/2022	Elect Director	Elect Director Yamagishi, Yoichi	For	For	A vote FOR this nominee is warranted because: "The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Neural Pocket, Inc.	4056	Japan	30/03/2022	Elect Director	Elect Director Hasumi, Maiko	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee.
IBIDEN Co., Ltd.	4062	Japan	17/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
IBIDEN Co., Ltd.	4062	Japan	17/06/2022	Elect Director	Elect Director Aoki, Takeishi	Against	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.
IBIDEN Co., Ltd.	4062	Japan	17/06/2022	Elect Director	Elect Director Kodama, Kozo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
IBIDEN Co., Ltd.	4062	Japan	17/06/2022	Elect Director	Elect Director Kuta, Masahiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
IBIDEN Co., Ltd.	4062	Japan	17/06/2022	Elect Director	Elect Director Kawata, Shimaishi, Koji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
IBIDEN Co., Ltd.	4062	Japan	17/06/2022	Elect Director	Elect Director Yamaguchi, Chiaki	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful because outside directors are not required in the category of "directors who are not audit committee members."
IBIDEN Co., Ltd.	4062	Japan	17/06/2022	Elect Director	Elect Director Mita, Toshio	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
IBIDEN Co., Ltd.	4062	Japan	17/06/2022	Elect Director	Elect Director Asai, Noriko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shin-Etsu Chemical Co., Ltd.	4063	Japan	29/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 250	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Shin-Etsu Chemical Co., Ltd.	4063	Japan	29/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Shin-Etsu Chemical Co., Ltd.	4063	Japan	29/06/2022	Elect Director	Elect Director Kanagawa, Chihiro	Against	Against	A vote AGAINST this nominee is warranted because the nominee is an incumbent representative director and there is a lack of diversity on the board.
Shin-Etsu Chemical Co., Ltd.	4063	Japan	29/06/2022	Elect Director	Elect Director Nakamura, Kuniharu	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Shin-Etsu Chemical Co., Ltd.	4063	Japan	29/06/2022	Elect Director	Elect Director Michael H. McGarry	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shin-Etsu Chemical Co., Ltd.	4063	Japan	29/06/2022	Elect Director	Elect Director Akiya, Fumio	Against	Against	A vote AGAINST this nominee is warranted because the nominee is an incumbent representative director and there is a lack of diversity on the board.
Shin-Etsu Chemical Co., Ltd.	4063	Japan	29/06/2022	Elect Director	Elect Director Saito, Yasuhiko	Against	Against	A vote AGAINST this nominee is warranted because the nominee is an incumbent representative director and there is a lack of diversity on the board.
Shin-Etsu Chemical Co., Ltd.	4063	Japan	29/06/2022	Elect Director	Elect Director Ueno, Susumu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shin-Etsu Chemical Co., Ltd.	4063	Japan	29/06/2022	Elect Director	Elect Director Todorki, Masahiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shin-Etsu Chemical Co., Ltd.	4063	Japan	29/06/2022	Elect Director	Elect Director Mori, Shunzo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shin-Etsu Chemical Co., Ltd.	4063	Japan	29/06/2022	Elect Director	Elect Director Miyazaki, Tsuyoshi	For	For	A vote FOR this nominee is warranted because: "The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Shin-Etsu Chemical Co., Ltd.	4063	Japan	29/06/2022	Elect Director	Elect Director Fukui, Toshihiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shin-Etsu Chemical Co., Ltd.	4063	Japan	29/06/2022	Elect Director	Elect Director Komiyama, Hiroshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shin-Etsu Chemical Co., Ltd.	4063	Japan	29/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Kosaka, Yoshihito	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shin-Etsu Chemical Co., Ltd.	4063	Japan	29/06/2022	Approve Executive Share Option Plan	Approve Stock Option Plan	For	For	A vote FOR this stock option plan is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Nippon Sanso Holdings Corp.	4091	Japan	17/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 18	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Nippon Sanso Holdings Corp.	4091	Japan	17/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Nippon Sanso Holdings Corp.	4091	Japan	17/06/2022	Elect Director	Elect Director Hamada, Toshihiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nippon Sanso Holdings Corp.	4091	Japan	17/06/2022	Elect Director	Elect Director Nagata, Kenji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nippon Sanso Holdings Corp.	4091	Japan	17/06/2022	Elect Director	Elect Director Thomas Scott Kallman	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nippon Sanso Holdings Corp.	4091	Japan	17/06/2022	Elect Director	Elect Director Eduardo Gil Elejoste	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nippon Sanso Holdings Corp.	4091	Japan	17/06/2022	Elect Director	Elect Director Yamada, Akio	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nippon Sanso Holdings Corp.	4091	Japan	17/06/2022	Elect Director	Elect Director Katsumaru, Mitsuhiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nippon Sanso Holdings Corp.	4091	Japan	17/06/2022	Elect Director	Elect Director Hara, Miri	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nippon Sanso Holdings Corp.	4091	Japan	17/06/2022	Elect Director	Elect Director Nagasawa, Katsumi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nippon Sanso Holdings Corp.	4091	Japan	17/06/2022	Elect Director	Elect Director Miyatake, Masako	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nippon Sanso Holdings Corp.	4091	Japan	17/06/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Compensation Ceiling for Directors	For	For	A vote FOR this proposal is warranted because: * The sub-ceiling for outside directors is raised. * The size of the proposed ceiling cannot be regarded as inappropriate.
Mitsubishi Gas Chemical Co., Inc.	4182	Japan	28/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Mitsubishi Gas Chemical Co., Inc.	4182	Japan	28/06/2022	Elect Director	Elect Director Kurai, Toshiyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi Gas Chemical Co., Inc.	4182	Japan	28/06/2022	Elect Director	Elect Director Hirose, Haruko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi Gas Chemical Co., Inc.	4182	Japan	28/06/2022	Elect Director	Elect Director Suzuki, Toru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi Gas Chemical Co., Inc.	4182	Japan	28/06/2022	Elect Director	Elect Director Manabe, Yasushi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi Gas Chemical Co., Inc.	4182	Japan	28/06/2022	Elect Director	Elect Director Fuji, Masashi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi Gas Chemical Co., Inc.	4182	Japan	28/06/2022	Elect Director	Elect Director Inari, Masato	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi Gas Chemical Co., Inc.	4182	Japan	28/06/2022	Elect Director	Elect Director Ariyoshi, Nobuhisa	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi Gas Chemical Co., Inc.	4182	Japan	28/06/2022	Elect Director	Elect Director Kato, Kenji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi Gas Chemical Co., Inc.	4182	Japan	28/06/2022	Elect Director	Elect Director Nagasaka, Naruyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi Gas Chemical Co., Inc.	4182	Japan	28/06/2022	Elect Director	Elect Director Kitagawa, Motoyasu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi Gas Chemical Co., Inc.	4182	Japan	28/06/2022	Elect Director	Elect Director Yamaguchi, Ryozo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi Gas Chemical Co., Inc.	4182	Japan	28/06/2022	Elect Director	Elect Director Sato, Tsugio	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi Gas Chemical Co., Inc.	4182	Japan	28/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Watanabe, Go	Against	Against	A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.
Mitsui Chemicals, Inc.	4183	Japan	24/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 65	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Mitsui Chemicals, Inc.	4183	Japan	24/06/2022	Amend Articles to: (Japan)	Amend Articles to Amend Business Lines - Change Location of Head Office - Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Mitsui Chemicals, Inc.	4183	Japan	24/06/2022	Elect Director	Elect Director Tannowa, Tsutomu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsui Chemicals, Inc.	4183	Japan	24/06/2022	Elect Director	Elect Director Hashimoto, Osamu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsui Chemicals, Inc.	4183	Japan	24/06/2022	Elect Director	Elect Director Yoshino, Tadashi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsui Chemicals, Inc.	4183	Japan	24/06/2022	Elect Director	Elect Director Nakajima, Hajime	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.

Mitsui Chemicals, Inc.	4183	Japan	24/06/2022	Elect Director	Elect Director Ando, Yoshinori	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsui Chemicals, Inc.	4183	Japan	24/06/2022	Elect Director	Elect Director Yoshimaru, Yukiiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsui Chemicals, Inc.	4183	Japan	24/06/2022	Elect Director	Elect Director Mabuchi, Akira	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsui Chemicals, Inc.	4183	Japan	24/06/2022	Elect Director	Elect Director Mimura, Takayoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsui Chemicals, Inc.	4183	Japan	24/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Nishio, Hiroshi	For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
JSR Corp.	4185	Japan	17/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 35	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
JSR Corp.	4185	Japan	17/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
JSR Corp.	4185	Japan	17/06/2022	Elect Director	Elect Director Eric Johnson	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
JSR Corp.	4185	Japan	17/06/2022	Elect Director	Elect Director Kawahashi, Nobuo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
JSR Corp.	4185	Japan	17/06/2022	Elect Director	Elect Director Takahashi, Seiji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
JSR Corp.	4185	Japan	17/06/2022	Elect Director	Elect Director Tachibana, Ichiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
JSR Corp.	4185	Japan	17/06/2022	Elect Director	Elect Director Emoto, Kenichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
JSR Corp.	4185	Japan	17/06/2022	Elect Director	Elect Director Seki, Tadayuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
JSR Corp.	4185	Japan	17/06/2022	Elect Director	Elect Director David Robert Hale	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
JSR Corp.	4185	Japan	17/06/2022	Elect Director	Elect Director Iwasaki, Masato	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
JSR Corp.	4185	Japan	17/06/2022	Elect Director	Elect Director Ushida, Kazuo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
JSR Corp.	4185	Japan	17/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Tokuhiro, Takaaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
JSR Corp.	4185	Japan	17/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Fujii, Yasufumi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
JSR Corp.	4185	Japan	17/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Endo, Yukiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ZEON Corp.	4205	Japan	29/06/2022	Approve Allocation of Income, with a Final Dividend of JPY 15	Approve Allocation of Income, with a Final Dividend of JPY 15	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
ZEON Corp.	4205	Japan	29/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
ZEON Corp.	4205	Japan	29/06/2022	Elect Director	Elect Director Tanaka, Kimiaki	Against	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.
ZEON Corp.	4205	Japan	29/06/2022	Elect Director	Elect Director Matsura, Kazuyoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ZEON Corp.	4205	Japan	29/06/2022	Elect Director	Elect Director Toyoshima, Tetsuya	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ZEON Corp.	4205	Japan	29/06/2022	Elect Director	Elect Director Sone, Yoshiyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ZEON Corp.	4205	Japan	29/06/2022	Elect Director	Elect Director Watanabe, Erisa	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ZEON Corp.	4205	Japan	29/06/2022	Elect Director	Elect Director Kitahara, Yuichiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ZEON Corp.	4205	Japan	29/06/2022	Elect Director	Elect Director Kibatata, Takao	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ZEON Corp.	4205	Japan	29/06/2022	Elect Director	Elect Director Nagumo, Tadanobu	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
ZEON Corp.	4205	Japan	29/06/2022	Elect Director	Elect Director Ikeno, Fumiaki	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Nomura Research Institute Ltd.	4307	Japan	17/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Amend Provisions on Director Titles	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Nomura Research Institute Ltd.	4307	Japan	17/06/2022	Elect Director	Elect Director Konomoto, Shingo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nomura Research Institute Ltd.	4307	Japan	17/06/2022	Elect Director	Elect Director Fukami, Yasuo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nomura Research Institute Ltd.	4307	Japan	17/06/2022	Elect Director	Elect Director Akatsuka, Yo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nomura Research Institute Ltd.	4307	Japan	17/06/2022	Elect Director	Elect Director Anzai, Hidenori	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nomura Research Institute Ltd.	4307	Japan	17/06/2022	Elect Director	Elect Director Ebato, Ken	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nomura Research Institute Ltd.	4307	Japan	17/06/2022	Elect Director	Elect Director Tateno, Shuji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nomura Research Institute Ltd.	4307	Japan	17/06/2022	Elect Director	Elect Director Omiya, Hideaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nomura Research Institute Ltd.	4307	Japan	17/06/2022	Elect Director	Elect Director Sakata, Shino	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nomura Research Institute Ltd.	4307	Japan	17/06/2022	Elect Director	Elect Director Ohashi, Tetsuji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nomura Research Institute Ltd.	4307	Japan	17/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Minami, Naruhito	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nomura Research Institute Ltd.	4307	Japan	17/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Takazawa, Yasuko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nomura Research Institute Ltd.	4307	Japan	17/06/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Compensation Ceiling for Directors	For	For	A vote FOR this proposal is warranted because: * The increase is intended to introduce/increase performance-based pay.
Dentsu Group, Inc.	4324	Japan	30/03/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Dentsu Group, Inc.	4324	Japan	30/03/2022	Amend Articles to: (Japan)	Amend Articles to Amend Provisions on Number of Directors	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Dentsu Group, Inc.	4324	Japan	30/03/2022	Elect Director	Elect Director Timothy Andree	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Dentsu Group, Inc.	4324	Japan	30/03/2022	Elect Director	Elect Director Igarashi, Hiroshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Dentsu Group, Inc.	4324	Japan	30/03/2022	Elect Director	Elect Director Soga, Arinobu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Dentsu Group, Inc.	4324	Japan	30/03/2022	Elect Director	Elect Director Nick Priday	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Dentsu Group, Inc.	4324	Japan	30/03/2022	Elect Director	Elect Director Wendy Clark	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Dentsu Group, Inc.	4324	Japan	30/03/2022	Elect Director	Elect Director Kuretani, Nonhiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Dentsu Group, Inc.	4324	Japan	30/03/2022	Elect Director	Elect Director Takahashi, Yuko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Dentsu Group, Inc.	4324	Japan	30/03/2022	Elect Director	Elect Director and Audit Committee Member Okoshi, Izumi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Dentsu Group, Inc.	4324	Japan	30/03/2022	Elect Director	Elect Director and Audit Committee Member Matsui, Gan	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Dentsu Group, Inc.	4324	Japan	30/03/2022	Elect Director	Elect Director and Audit Committee Member Pauli Candland	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Dentsu Group, Inc.	4324	Japan	30/03/2022	Elect Director	Elect Director and Audit Committee Member Andrew House	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Dentsu Group, Inc.	4324	Japan	30/03/2022	Elect Director	Elect Director and Audit Committee Member Sagawa, Keiichi	Against	Against	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.
Dentsu Group, Inc.	4324	Japan	30/03/2022	Elect Director	Elect Director and Audit Committee Member Sogabe, Mihoko	Against	Against	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.
AI inside, Inc.	4488	Japan	24/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
AI inside, Inc.	4488	Japan	24/06/2022	Elect Director	Elect Director Toguchi, Taku	Against	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
AI inside, Inc.	4488	Japan	24/06/2022	Elect Director	Elect Director Saito, Maori	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
AI inside, Inc.	4488	Japan	24/06/2022	Elect Director	Elect Director Sakito, Yoshiaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
AI inside, Inc.	4488	Japan	24/06/2022	Elect Director	Elect Director Hoshi, Kenichi	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful because outside directors are not required in the category of "directors who are not audit committee members."
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 90	For	For	A vote FOR this proposal is warranted because: * The company's reserves are adequate to cover the dividend.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director Christophe Weber	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director John Maraganore	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director Michel Orsingier	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director Iwasaki, Masato	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director Andrew Plump	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director Constantine Saroukos	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director Olivier Bohoun	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director Jean-Luc Butel	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director Ian Clark	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director Steven Gillis	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director Iijima, Masami	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director and Audit Committee Member Hatsukawa, Koji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director and Audit Committee Member Higashi, Emiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director and Audit Committee Member Fujimori, Yoshiaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director and Audit Committee Member Kimberly Reed	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Approve Annual Bonus Payment for Directors and Statutory Auditors	Approve Annual Bonus	For	For	A vote FOR the proposal is warranted because: * The company has a compensation committee composed entirely of independent directors. * The company discloses far more detail about how the program operates and about actual levels of achievement of the various performance metrics than is typically seen at a Japanese company.
Astellas Pharma, Inc.	4503	Japan	20/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Astellas Pharma, Inc.	4503	Japan	20/06/2022	Elect Director	Elect Director Yasukawa, Kenji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.

Astellas Pharma, Inc.	4503	Japan	20/06/2022	Elect Director	Elect Director Okamura, Naoki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Astellas Pharma, Inc.	4503	Japan	20/06/2022	Elect Director	Elect Director Sekiyama, Mamoru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Astellas Pharma, Inc.	4503	Japan	20/06/2022	Elect Director	Elect Director Kawabe, Hiroshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Astellas Pharma, Inc.	4503	Japan	20/06/2022	Elect Director	Elect Director Tanaka, Takashi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Astellas Pharma, Inc.	4503	Japan	20/06/2022	Elect Director	Elect Director Sakurai, Eriko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Astellas Pharma, Inc.	4503	Japan	20/06/2022	Elect Director	Elect Director and Audit Committee Member Yoshimitsu, Toru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Astellas Pharma, Inc.	4503	Japan	20/06/2022	Elect Director	Elect Director and Audit Committee Member Takahashi, Raita	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Astellas Pharma, Inc.	4503	Japan	20/06/2022	Elect Director	Elect Director and Audit Committee Member Nakayama, Mika	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Pharma Co., Ltd.	4506	Japan	23/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 14	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Sumitomo Pharma Co., Ltd.	4506	Japan	23/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Sumitomo Pharma Co., Ltd.	4506	Japan	23/06/2022	Elect Director	Elect Director Nomura, Hiroshi	Against	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.
Sumitomo Pharma Co., Ltd.	4506	Japan	23/06/2022	Elect Director	Elect Director Kimura, Toru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Pharma Co., Ltd.	4506	Japan	23/06/2022	Elect Director	Elect Director Ikeda, Yoshiharu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Pharma Co., Ltd.	4506	Japan	23/06/2022	Elect Director	Elect Director Baba, Hiroyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Pharma Co., Ltd.	4506	Japan	23/06/2022	Elect Director	Elect Director Nishinaka, Shigeyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Pharma Co., Ltd.	4506	Japan	23/06/2022	Elect Director	Elect Director Arai, Saeko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Pharma Co., Ltd.	4506	Japan	23/06/2022	Elect Director	Elect Director Endo, Nobuhiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Pharma Co., Ltd.	4506	Japan	23/06/2022	Elect Director	Elect Director Usui, Minoru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Pharma Co., Ltd.	4506	Japan	23/06/2022	Elect Director	Elect Director Fujimoto, Koji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Pharma Co., Ltd.	4506	Japan	23/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Kutsunai, Takashi	For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Pharma Co., Ltd.	4506	Japan	23/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Iteya, Yoshio	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Pharma Co., Ltd.	4506	Japan	23/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Michimori, Daishiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shionogi & Co., Ltd.	4507	Japan	23/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 60	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Shionogi & Co., Ltd.	4507	Japan	23/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Shionogi & Co., Ltd.	4507	Japan	23/06/2022	Elect Director	Elect Director Teshirogi, Isao	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shionogi & Co., Ltd.	4507	Japan	23/06/2022	Elect Director	Elect Director Sawada, Takuko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shionogi & Co., Ltd.	4507	Japan	23/06/2022	Elect Director	Elect Director Ando, Keiichi	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Shionogi & Co., Ltd.	4507	Japan	23/06/2022	Elect Director	Elect Director Ozaki, Hiroshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shionogi & Co., Ltd.	4507	Japan	23/06/2022	Elect Director	Elect Director Takatsuki, Fumi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shionogi & Co., Ltd.	4507	Japan	23/06/2022	Approve Issuance of Shares for a Private Placement	Approve Disposal of Treasury Shares for a Private Placement	Against	Against	A vote AGAINST this proposal is warranted because: * Shionogi has failed to provide a compelling rationale for the effective donation of treasury shares to the Shionogi Infectious Disease Research Promotion Foundation.
Chugai Pharmaceutical Co., Ltd.	4519	Japan	29/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 46	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Chugai Pharmaceutical Co., Ltd.	4519	Japan	29/03/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Chugai Pharmaceutical Co., Ltd.	4519	Japan	29/03/2022	Elect Director	Elect Director Okuda, Osamu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Chugai Pharmaceutical Co., Ltd.	4519	Japan	29/03/2022	Elect Director	Elect Director Yamada, Hisafumi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Chugai Pharmaceutical Co., Ltd.	4519	Japan	29/03/2022	Elect Director	Elect Director Itagaki, Toshiaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Chugai Pharmaceutical Co., Ltd.	4519	Japan	29/03/2022	Elect Director	Elect Director Momoi, Mariko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	Japan	17/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Eisai Co., Ltd.	4523	Japan	17/06/2022	Elect Director	Elect Director Naito, Haruo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	Japan	17/06/2022	Elect Director	Elect Director Kato, Hiroyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	Japan	17/06/2022	Elect Director	Elect Director Richard Thornley	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	Japan	17/06/2022	Elect Director	Elect Director Kato, Yasuhiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	Japan	17/06/2022	Elect Director	Elect Director Kaihori, Shuzo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	Japan	17/06/2022	Elect Director	Elect Director Uchiyama, Hideyo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	Japan	17/06/2022	Elect Director	Elect Director Hayashi, Hideki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	Japan	17/06/2022	Elect Director	Elect Director Miwa, Yumiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	Japan	17/06/2022	Elect Director	Elect Director Iike, Fumihiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	Japan	17/06/2022	Elect Director	Elect Director Kato, Yoshiteru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	Japan	17/06/2022	Elect Director	Elect Director Miura, Ryota	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ono Pharmaceutical Co., Ltd.	4528	Japan	23/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 28	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Ono Pharmaceutical Co., Ltd.	4528	Japan	23/06/2022	Amend Articles to: (Japan)	Amend Articles to Clarify Director Authority on Shareholder Meetings - Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Ono Pharmaceutical Co., Ltd.	4528	Japan	23/06/2022	Elect Director	Elect Director Sagara, Gyo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ono Pharmaceutical Co., Ltd.	4528	Japan	23/06/2022	Elect Director	Elect Director Tsuinaka, Toshihiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ono Pharmaceutical Co., Ltd.	4528	Japan	23/06/2022	Elect Director	Elect Director Takino, Taitchi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ono Pharmaceutical Co., Ltd.	4528	Japan	23/06/2022	Elect Director	Elect Director Ono, Isao	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ono Pharmaceutical Co., Ltd.	4528	Japan	23/06/2022	Elect Director	Elect Director Idemitsu, Kiyooki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ono Pharmaceutical Co., Ltd.	4528	Japan	23/06/2022	Elect Director	Elect Director Nomura, Masao	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ono Pharmaceutical Co., Ltd.	4528	Japan	23/06/2022	Elect Director	Elect Director Okuno, Akiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ono Pharmaceutical Co., Ltd.	4528	Japan	23/06/2022	Elect Director	Elect Director Nagae, Shusaku	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ono Pharmaceutical Co., Ltd.	4528	Japan	23/06/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Compensation Ceiling for Directors	For	For	A vote FOR this proposal is warranted because: * The increase is intended to introduce/increase performance-based pay. * The size of the proposed ceiling cannot be regarded as excessively high.
Ono Pharmaceutical Co., Ltd.	4528	Japan	23/06/2022	Approve Restricted Stock Plan	Approve Restricted Stock Plan	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Terumo Corp.	4543	Japan	22/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 18	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Terumo Corp.	4543	Japan	22/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Terumo Corp.	4543	Japan	22/06/2022	Elect Director	Elect Director Takatsuki, Fumi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Terumo Corp.	4543	Japan	22/06/2022	Elect Director	Elect Director Sato, Shinjiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Terumo Corp.	4543	Japan	22/06/2022	Elect Director	Elect Director Hatano, Shoji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Terumo Corp.	4543	Japan	22/06/2022	Elect Director	Elect Director Nishikawa, Kyo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Terumo Corp.	4543	Japan	22/06/2022	Elect Director	Elect Director Hirase, Kazunori	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Terumo Corp.	4543	Japan	22/06/2022	Elect Director	Elect Director Kuroda, Yukiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Terumo Corp.	4543	Japan	22/06/2022	Elect Director	Elect Director Nishe, Hidenori	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Terumo Corp.	4543	Japan	22/06/2022	Elect Director	Elect Director Ozawa, Kyo	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful because outside directors are not required in the category of "directors who are not audit committee members."
Terumo Corp.	4543	Japan	22/06/2022	Elect Alternate/Deputy Directors	Elect Alternate Director and Audit Committee Member Sakaguchi, Koichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 13.5	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Elect Director	Elect Director Marabe, Sunao	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Elect Director	Elect Director Hirashima, Shoji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Elect Director	Elect Director Otsubaki, Masahiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Elect Director	Elect Director Okuzawa, Hiroyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Elect Director	Elect Director Uji, Noritaka	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Elect Director	Elect Director Kama, Kazuaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Elect Director	Elect Director Nohara, Sawako	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Elect Director	Elect Director Fukuko, Takashi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Elect Director	Elect Director Komatsu, Yasuhiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Imazu, Yukiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Matsumoto, Mitsuhiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Approve Restricted Stock Plan	Approve Trust-Type Equity Compensation Plan	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Otsuka Holdings Co., Ltd.	4578	Japan	30/03/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.

Otsuka Holdings Co., Ltd.	4578	Japan	30/03/2022	Elect Director	Elect Director Otsuka, Ichiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Otsuka Holdings Co., Ltd.	4578	Japan	30/03/2022	Elect Director	Elect Director Matsutani, Yukio	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Otsuka Holdings Co., Ltd.	4578	Japan	30/03/2022	Elect Director	Elect Director Sekiguchi, Ko	For	For	A vote FOR this nominee is warranted because: " The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Otsuka Holdings Co., Ltd.	4578	Japan	30/03/2022	Elect Director	Elect Director Aoki, Yoshihisa	For	For	A vote FOR this nominee is warranted because: " The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Otsuka Holdings Co., Ltd.	4578	Japan	30/03/2022	Elect Director	Elect Director Miya, Mayo	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Otsuka Holdings Co., Ltd.	4578	Japan	30/03/2022	Elect Director	Elect Director Kitachi, Tatsuzaki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Otsuka Holdings Co., Ltd.	4578	Japan	30/03/2022	Elect Director	Elect Director Higuchi, Tatsuo	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Otsuka Holdings Co., Ltd.	4578	Japan	30/03/2022	Elect Director	Elect Director Matsuo, Yoshiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Otsuka Holdings Co., Ltd.	4578	Japan	30/03/2022	Elect Director	Elect Director Makino, Yuko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Otsuka Holdings Co., Ltd.	4578	Japan	30/03/2022	Elect Director	Elect Director Takagi, Shuichi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Otsuka Holdings Co., Ltd.	4578	Japan	30/03/2022	Elect Director	Elect Director Tobe, Sadaobu	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Otsuka Holdings Co., Ltd.	4578	Japan	30/03/2022	Elect Director	Elect Director Kobayashi, Masayuki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Otsuka Holdings Co., Ltd.	4578	Japan	30/03/2022	Elect Director	Elect Director Tojo, Noriko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Otsuka Holdings Co., Ltd.	4578	Japan	30/03/2022	Elect Director	Elect Director Inoue, Makoto	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Otsuka Holdings Co., Ltd.	4578	Japan	30/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Toba, Yoza	For	For	A vote FOR this statutory auditor nominee is warranted because: " There are no particular concerns about the nominee.
Otsuka Holdings Co., Ltd.	4578	Japan	30/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Sugawara, Hiroshi	For	For	VOTE RECOMMENDATION A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Otsuka Holdings Co., Ltd.	4578	Japan	30/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Osawa, Kanako	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Otsuka Holdings Co., Ltd.	4578	Japan	30/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Tsuji, Sachie	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Peptidream, Inc.	4587	Japan	24/03/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Clarify Director Authority on Board Meetings	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
Peptidream, Inc.	4587	Japan	24/03/2022	Elect Director	Elect Director Patrick C. Reid	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Peptidream, Inc.	4587	Japan	24/03/2022	Elect Director	Elect Director Masuya, Keichi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Peptidream, Inc.	4587	Japan	24/03/2022	Elect Director	Elect Director Kaneshiro, Kyofumi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Nippon Paint Holdings Co., Ltd.	4612	Japan	29/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 5	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns with the level of the proposed dividend.
Nippon Paint Holdings Co., Ltd.	4612	Japan	29/03/2022	Amend Articles to: (Japan)	Amend Articles to Clarify Director Authority on Shareholder Meetings - Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings - Indemnify Directors	Against	Against	A vote AGAINST this proposal is warranted because: " The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
Nippon Paint Holdings Co., Ltd.	4612	Japan	29/03/2022	Elect Director	Elect Director Goh Hup Jin	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Nippon Paint Holdings Co., Ltd.	4612	Japan	29/03/2022	Elect Director	Elect Director Wakatsuki, Yuichiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Nippon Paint Holdings Co., Ltd.	4612	Japan	29/03/2022	Elect Director	Elect Director Wee Siew Kim	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Nippon Paint Holdings Co., Ltd.	4612	Japan	29/03/2022	Elect Director	Elect Director Hara, Hisashi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Nippon Paint Holdings Co., Ltd.	4612	Japan	29/03/2022	Elect Director	Elect Director Peter M Kirby	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Nippon Paint Holdings Co., Ltd.	4612	Japan	29/03/2022	Elect Director	Elect Director Kozzuka, Miharu	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Nippon Paint Holdings Co., Ltd.	4612	Japan	29/03/2022	Elect Director	Elect Director Lim Hwee Hua	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Nippon Paint Holdings Co., Ltd.	4612	Japan	29/03/2022	Elect Director	Elect Director Mitsuhashi, Masataka	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Nippon Paint Holdings Co., Ltd.	4612	Japan	29/03/2022	Elect Director	Elect Director Morohoshi, Toshiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Nippon Paint Holdings Co., Ltd.	4612	Japan	29/03/2022	Elect Director	Elect Director Nakamura, Masayoshi	For	For	A vote FOR this nominee is warranted because: " The affiliated outsider's presence on the board cannot be regarded detrimental when the board is majority independent.
Nippon Paint Holdings Co., Ltd.	4612	Japan	29/03/2022	Elect Director	Elect Director Tsutsui, Takashi	For	For	A vote FOR this nominee is warranted because: " The affiliated outsider's presence on the board cannot be regarded detrimental when the board is majority independent.
Kansai Paint Co., Ltd.	4613	Japan	29/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 15	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns with the level of the proposed dividend.
Kansai Paint Co., Ltd.	4613	Japan	29/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
Kansai Paint Co., Ltd.	4613	Japan	29/06/2022	Elect Director	Elect Director Mori, Kunishi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Kansai Paint Co., Ltd.	4613	Japan	29/06/2022	Elect Director	Elect Director Takahara, Shigeki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Kansai Paint Co., Ltd.	4613	Japan	29/06/2022	Elect Director	Elect Director Furukawa, Hidenori	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Kansai Paint Co., Ltd.	4613	Japan	29/06/2022	Elect Director	Elect Director Teraoka, Naoto	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Kansai Paint Co., Ltd.	4613	Japan	29/06/2022	Elect Director	Elect Director Nishibayashi, Hitoshi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Kansai Paint Co., Ltd.	4613	Japan	29/06/2022	Elect Director	Elect Director Yoshikawa, Keiji	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Kansai Paint Co., Ltd.	4613	Japan	29/06/2022	Elect Director	Elect Director Ando, Tomoko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Kansai Paint Co., Ltd.	4613	Japan	29/06/2022	Elect Director	Elect Director John P. Durkin	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Kansai Paint Co., Ltd.	4613	Japan	29/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Nakai, Hiroe	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Kansai Paint Co., Ltd.	4613	Japan	29/06/2022	Approve Restricted Stock Plan	Approve Trust-Type Equity Compensation Plan	For	For	A vote FOR this proposal is warranted because: " This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
DIC Corp.	4631	Japan	29/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 50	For	For	A vote FOR this proposal is warranted because: " The company's reserves are adequate to cover the dividend.
DIC Corp.	4631	Japan	29/03/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
DIC Corp.	4631	Japan	29/03/2022	Elect Director	Elect Director Saito, Masayuki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
DIC Corp.	4631	Japan	29/03/2022	Elect Director	Elect Director Ino, Kaoru	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
DIC Corp.	4631	Japan	29/03/2022	Elect Director	Elect Director Tamaki, Toshifumi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
DIC Corp.	4631	Japan	29/03/2022	Elect Director	Elect Director Kawamura, Yoshihisa	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
DIC Corp.	4631	Japan	29/03/2022	Elect Director	Elect Director Asai, Takeshi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
DIC Corp.	4631	Japan	29/03/2022	Elect Director	Elect Director Furuta, Shuji	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
DIC Corp.	4631	Japan	29/03/2022	Elect Director	Elect Director Tsukahara, Kazuo	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
DIC Corp.	4631	Japan	29/03/2022	Elect Director	Elect Director Tamura, Yoshiaki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
DIC Corp.	4631	Japan	29/03/2022	Elect Director	Elect Director Shoji, Kuniko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
DIC Corp.	4631	Japan	29/03/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Hiyama, Satoshi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
OBIC Co., Ltd.	4684	Japan	29/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 122.5	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns with the level of the proposed dividend.
OBIC Co., Ltd.	4684	Japan	29/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
OBIC Co., Ltd.	4684	Japan	29/06/2022	Elect Director	Elect Director Noda, Masahiro	Against	Against	A vote AGAINST this proposal is warranted because: " The nominee is an incumbent representative director and there is a lack of diversity on the board.
OBIC Co., Ltd.	4684	Japan	29/06/2022	Elect Director	Elect Director Tachibana, Shoichi	Against	Against	A vote AGAINST this proposal is warranted because: " The nominee is an incumbent representative director and there is a lack of diversity on the board.
OBIC Co., Ltd.	4684	Japan	29/06/2022	Elect Director	Elect Director Kawanishi, Atsushi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
OBIC Co., Ltd.	4684	Japan	29/06/2022	Elect Director	Elect Director Fujimoto, Takao	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
OBIC Co., Ltd.	4684	Japan	29/06/2022	Elect Director	Elect Director Gomi, Yasumasa	For	For	A vote FOR this nominee is warranted because: " The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
OBIC Co., Ltd.	4684	Japan	29/06/2022	Elect Director	Elect Director Ejiri, Takashi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
OBIC Co., Ltd.	4684	Japan	29/06/2022	Approve Restricted Stock Plan	Approve Restricted Stock Plan	For	For	A vote FOR this proposal is warranted because: " This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
OBIC Co., Ltd.	4684	Japan	29/06/2022	Approve Retirement Bonuses for Directors	Approve Career Achievement Bonus for Director	For	For	A vote FOR this proposal is warranted because: " The company proposes the bonus payment only to an insider, and the amount is disclosed.
Trend Micro, Inc.	4704	Japan	29/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 195	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns with the level of the proposed dividend.
Trend Micro, Inc.	4704	Japan	29/03/2022	Elect Director	Elect Director Chang Ming-Jang	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Trend Micro, Inc.	4704	Japan	29/03/2022	Elect Director	Elect Director Eva Chen	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Trend Micro, Inc.	4704	Japan	29/03/2022	Elect Director	Elect Director Mahendra Negi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Trend Micro, Inc.	4704	Japan	29/03/2022	Elect Director	Elect Director Omikawa, Akihiko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Trend Micro, Inc.	4704	Japan	29/03/2022	Elect Director	Elect Director Nonaka, Ikujiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Trend Micro, Inc.	4704	Japan	29/03/2022	Elect Director	Elect Director Koga, Tetsuo	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Trend Micro, Inc.	4704	Japan	29/03/2022	Amend Articles to: (Japan)	Amend Articles to Allow Virtual Only Shareholder Meetings	Against	Against	A vote AGAINST this proposal is warranted because: " The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
Trend Micro, Inc.	4704	Japan	29/03/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
Trend Micro, Inc.	4704	Japan	29/03/2022	Approve Increase in Aggregate Compensation Ceiling for Statutory Auditors	Approve Compensation Ceiling for Statutory Auditors	For	For	A vote FOR this proposal is warranted because: " The size of the proposed ceiling cannot be regarded as high.

OTSUKA CORP.	4768	Japan	29/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 120	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
OTSUKA CORP.	4768	Japan	29/03/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
OTSUKA CORP.	4768	Japan	29/03/2022	Approve Special Payments to Continuing Directors in Connection with Abolition of Retirement Bonus System	Approve Bonus Related to Retirement Bonus System Abolition	Against	Against	A vote AGAINST this proposal is warranted because: * The bonus amount is not disclosed.
Toei Animation Co., Ltd.	4816	Japan	24/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 94	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Toei Animation Co., Ltd.	4816	Japan	24/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Toei Animation Co., Ltd.	4816	Japan	24/06/2022	Elect Director	Elect Director Morishita, Kozo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toei Animation Co., Ltd.	4816	Japan	24/06/2022	Elect Director	Elect Director Ito, Koji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toei Animation Co., Ltd.	4816	Japan	24/06/2022	Elect Director	Elect Director Tada, Noriyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toei Animation Co., Ltd.	4816	Japan	24/06/2022	Elect Director	Elect Director Tazuka, Osamu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toei Animation Co., Ltd.	4816	Japan	24/06/2022	Elect Director	Elect Director Sunami, Gengo	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Toei Animation Co., Ltd.	4816	Japan	24/06/2022	Elect Director	Elect Director Shimizu, Kenji	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Toei Animation Co., Ltd.	4816	Japan	24/06/2022	Elect Director	Elect Director Shigemura, Hajime	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Toei Animation Co., Ltd.	4816	Japan	24/06/2022	Elect Director	Elect Director Takagi, Katsuhiko	Against	Against	A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors. * Top management should be held responsible for the board composition at the controlled company, which will not have at least two independent directors and board independence of at least one-third. * The nominee is an incumbent representative director and there is a lack of diversity on the board.
Toei Animation Co., Ltd.	4816	Japan	24/06/2022	Elect Director	Elect Director Yoshitani, Toshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toei Animation Co., Ltd.	4816	Japan	24/06/2022	Elect Director	Elect Director Kitazaki, Hiromi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toei Animation Co., Ltd.	4816	Japan	24/06/2022	Elect Director	Elect Director Shinohara, Satoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toei Animation Co., Ltd.	4816	Japan	24/06/2022	Elect Director	Elect Director Yamada, Kiichiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toei Animation Co., Ltd.	4816	Japan	24/06/2022	Elect Director	Elect Director Tsuji, Hidenori	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toei Animation Co., Ltd.	4816	Japan	24/06/2022	Elect Director	Elect Director Fuse, Minoru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toei Animation Co., Ltd.	4816	Japan	24/06/2022	Elect Director	Elect Director Suzuki, Atsushi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toei Animation Co., Ltd.	4816	Japan	24/06/2022	Approve Restricted Stock Plan	Approve Trust-Type Equity Compensation Plan	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
FUJIFILM Holdings Corp.	4901	Japan	29/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 55	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
FUJIFILM Holdings Corp.	4901	Japan	29/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
FUJIFILM Holdings Corp.	4901	Japan	29/06/2022	Elect Director	Elect Director Sukeno, Kenji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
FUJIFILM Holdings Corp.	4901	Japan	29/06/2022	Elect Director	Elect Director Nagano, Tsuyoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
FUJIFILM Holdings Corp.	4901	Japan	29/06/2022	Elect Director	Elect Director Sugawara, Ikuo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
FUJIFILM Holdings Corp.	4901	Japan	29/06/2022	Elect Director	Elect Director Goto, Teichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
FUJIFILM Holdings Corp.	4901	Japan	29/06/2022	Elect Director	Elect Director Iwasaki, Takashi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
FUJIFILM Holdings Corp.	4901	Japan	29/06/2022	Elect Director	Elect Director Ishikawa, Takatoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
FUJIFILM Holdings Corp.	4901	Japan	29/06/2022	Elect Director	Elect Director Higuchi, Masayuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
FUJIFILM Holdings Corp.	4901	Japan	29/06/2022	Elect Director	Elect Director Kitamura, Kunitaro	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
FUJIFILM Holdings Corp.	4901	Japan	29/06/2022	Elect Director	Elect Director Eda, Makiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
FUJIFILM Holdings Corp.	4901	Japan	29/06/2022	Elect Director	Elect Director Hama, Naoki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
FUJIFILM Holdings Corp.	4901	Japan	29/06/2022	Elect Director	Elect Director Yoshizawa, Chisato	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shiseido Co., Ltd.	4911	Japan	25/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 30	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Shiseido Co., Ltd.	4911	Japan	25/03/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Shiseido Co., Ltd.	4911	Japan	25/03/2022	Elect Director	Elect Director Uotani, Masahiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shiseido Co., Ltd.	4911	Japan	25/03/2022	Elect Director	Elect Director Suzuki, Yukari	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shiseido Co., Ltd.	4911	Japan	25/03/2022	Elect Director	Elect Director Tadakawa, Norio	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shiseido Co., Ltd.	4911	Japan	25/03/2022	Elect Director	Elect Director Yokota, Takayuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shiseido Co., Ltd.	4911	Japan	25/03/2022	Elect Director	Elect Director Iwahara, Shinsaku	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shiseido Co., Ltd.	4911	Japan	25/03/2022	Elect Director	Elect Director Charles D. Lake II	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shiseido Co., Ltd.	4911	Japan	25/03/2022	Elect Director	Elect Director Oishi, Kaneko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shiseido Co., Ltd.	4911	Japan	25/03/2022	Elect Director	Elect Director Tokuno, Mariko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shiseido Co., Ltd.	4911	Japan	25/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Yoshida, Takeshi	For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
Shiseido Co., Ltd.	4911	Japan	25/03/2022	Approve Restricted Stock Plan	Approve Performance Share Plan	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Takara Bio, Inc.	4974	Japan	24/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 33	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Takara Bio, Inc.	4974	Japan	24/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Takara Bio, Inc.	4974	Japan	24/06/2022	Elect Director	Elect Director Nakao, Koichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takara Bio, Inc.	4974	Japan	24/06/2022	Elect Director	Elect Director Mineno, Junichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takara Bio, Inc.	4974	Japan	24/06/2022	Elect Director	Elect Director Hamaoka, Yo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takara Bio, Inc.	4974	Japan	24/06/2022	Elect Director	Elect Director Miyamura, Tsuyoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takara Bio, Inc.	4974	Japan	24/06/2022	Elect Director	Elect Director Kimura, Masanobu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takara Bio, Inc.	4974	Japan	24/06/2022	Elect Director	Elect Director Kimura, Mutsumi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takara Bio, Inc.	4974	Japan	24/06/2022	Elect Director	Elect Director Kawashima, Nobuko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takara Bio, Inc.	4974	Japan	24/06/2022	Elect Director	Elect Director Kimura, Kazuko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takara Bio, Inc.	4974	Japan	24/06/2022	Elect Director	Elect Director Matsumura, Noriomi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
4DS Memory Limited	4DS	Australia	29/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the adoption of remuneration is warranted.
4DS Memory Limited	4DS	Australia	29/11/2021	Elect Director	Elect Willibrordus Gerardus Maria Van Den Hoek as Director	Against	Against	Item 2A vote AGAINST incumbent board chair Willibrordus (Wilbert) van den Hoek is warranted for lack of gender diversity on the board.A vote AGAINST the election of Willibrordus (Wilbert) van den Hoek is further warranted because his presence contributes to the board being not majority independent.* Item 3A vote AGAINST the reelection of David McAuliffe is warranted because one of two executive directors on a board that is not majority independent. Australian governance standards do not support multiple executive directors serving on a non-majority independent board.
4DS Memory Limited	4DS	Australia	29/11/2021	Elect Director	Elect David McAuliffe as Director	Against	Against	Item 2A vote AGAINST incumbent board chair Willibrordus (Wilbert) van den Hoek is warranted for lack of gender diversity on the board.A vote AGAINST the election of Willibrordus (Wilbert) van den Hoek is further warranted because his presence contributes to the board being not majority independent.* Item 3A vote AGAINST the reelection of David McAuliffe is warranted because one of two executive directors on a board that is not majority independent. Australian governance standards do not support multiple executive directors serving on a non-majority independent board.
4DS Memory Limited	4DS	Australia	29/11/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve the Issuance of Up to 10 Percent of the Company's Issued Capital	For	For	A vote FOR this resolution is warranted.
4DS Memory Limited	4DS	Australia	29/11/2021	Adopt New Articles of Association/Charter	Approve Replacement of Constitution	Against	Against	A vote AGAINST this resolution is warranted.The proposed new constitution includes wording that could permit general meetings to be held by virtual-only means.While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meeting. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders.It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic; however, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and executive documents until 31 March 2022 [refer LINK]. Accordingly, there appears no benefit to shareholders from approving this provision at present.Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
4DS Memory Limited	4DS	Australia	29/11/2021	Approve Stock Option Plan Grants	Approve Issuance of Options to Kenneth Hurley	Against	Against	A vote AGAINST this resolution is warranted because the material terms of the proposed grant of options are not in line with local market standards.

4DMedical Ltd.	4DX	Australia	28/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the adoption of the remuneration report is warranted. The remuneration practices of the company on balance are in line with local market standards. Nevertheless, shareholders may be concerned with: " Payment of cash bonuses on a lagging basis;" Insufficiently demanding performance hurdle in relation to FY21 option grants; and" Discounted exercise price of options.
4DMedical Ltd.	4DX	Australia	28/10/2021	Elect Director	Elect Robert A. Figlin as Director	For	For	A vote FOR this nominee is warranted.
4DMedical Ltd.	4DX	Australia	28/10/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Against	Against	A vote AGAINST this resolution is warranted because of the excessive proposed increase and associated degree of flexibility, the insufficient rationale for the proposed increase, and the sufficient headroom in the current fee cap.
4DMedical Ltd.	4DX	Australia	28/10/2021	Approve Stock Option Plan Grants	Approve Grant of Options to Andreas Fouras	For	For	A vote FOR this resolution is warranted.
4DMedical Ltd.	4DX	Australia	28/10/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Shares to Certain Institutional and Professional Investors	For	For	A vote FOR this resolution is warranted.
4DMedical Ltd.	4DX	Australia	28/10/2021	Approve Capital Raising	Ratify Past Issuance of Shares to Certain Eligible Shareholders	For	For	A vote FOR this resolution is warranted.
4DMedical Ltd.	4DX	Australia	28/10/2021	Approve Share Plan Grant	Ratify Past Issuance of Shares Under the Tax Exempt Employee Share Plan	For	For	A vote FOR this resolution is warranted.
4DMedical Ltd.	4DX	Australia	28/10/2021	Approve Restricted Stock Plan	Approve 4DMedical Tax Exempt Employee Share Plan	For	For	A vote FOR this resolution is warranted.
Infosys Limited	500209	India	25/06/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.
Infosys Limited	500209	India	25/06/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
Infosys Limited	500209	India	25/06/2022	Elect Director	Reelect Nandan M. Nilekani as Director	For	For	A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Infosys Limited	500209	India	25/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve Deloitte Haskins & Sells LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
Infosys Limited	500209	India	25/06/2022	Elect Director	Reelect D. Sundaram as Director	For	For	A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Infosys Limited	500209	India	25/06/2022	Approve/Amend Employment Agreements	Approve Reappointment and Remuneration of Sali S. Parekh as Chief Executive Officer and Managing Director	For	For	A vote FOR this resolution is warranted, although it is not without concerns: " Achievement of performance targets under RSU/PSU schemes is not disclosed. " Performance criteria used to evaluate CEO under ESG based reward scheme is not disclosed. The main reasons for support are: " The company has disclosed monetary caps on the fixed and the variable pay components. " Significant proportion of his remuneration is performance driven, and the performance conditions for vesting have been largely disclosed. " Overall pay quantum estimated, is not deemed excessive compared to global peers and is reasonable given the size and scale of operations. " During his tenure the company reported strong TSR, outperformed peers and rewarded shareholders with increase in dividends and buybacks, aligning pay with performance. " No other material issues have been identified with the proposed remuneration.
Wipro Limited	507685	India	14/07/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.
Wipro Limited	507685	India	14/07/2021	Approve Dividends	Confirm Interim Dividend as Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
Wipro Limited	507685	India	14/07/2021	Elect Director	Reelect Thierry Delaporte as Director	For	For	A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.
Wipro Limited	507685	India	14/07/2021	Elect Director	Elect Tulsi Naidu as Director	For	For	A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.
Wipro Limited	507685	India	14/07/2021	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Revision in the Terms of Remuneration of Rishad A. Premji as Whole Time Director, Designated as Executive Chairman	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the nominee and his remuneration.
The Yokohama Rubber Co., Ltd.	5101	Japan	30/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 33	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns with the level of the proposed dividend.
The Yokohama Rubber Co., Ltd.	5101	Japan	30/03/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
The Yokohama Rubber Co., Ltd.	5101	Japan	30/03/2022	Elect Director	Elect Director Yamaishi, Masataka	Against	Against	A vote AGAINST this director nominee is warranted because: " Top management is responsible for the company's capital misallocation.
The Yokohama Rubber Co., Ltd.	5101	Japan	30/03/2022	Elect Director	Elect Director Hori, Masatoshi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
The Yokohama Rubber Co., Ltd.	5101	Japan	30/03/2022	Elect Director	Elect Director Kaneko, Hiroko	For	For	A vote FOR this nominee is warranted because: " The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
The Yokohama Rubber Co., Ltd.	5101	Japan	30/03/2022	Elect Director	Elect Director Matsuo, Gota	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
The Yokohama Rubber Co., Ltd.	5101	Japan	30/03/2022	Elect Director	Elect Director Nitin Mantri	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
The Yokohama Rubber Co., Ltd.	5101	Japan	30/03/2022	Elect Director	Elect Director Nakamura, Toru	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
The Yokohama Rubber Co., Ltd.	5101	Japan	30/03/2022	Elect Director	Elect Director Nakayama, Yasuo	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
The Yokohama Rubber Co., Ltd.	5101	Japan	30/03/2022	Elect Director	Elect Director Seimiya, Shinji	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
The Yokohama Rubber Co., Ltd.	5101	Japan	30/03/2022	Elect Director	Elect Director Okada, Hideichi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
The Yokohama Rubber Co., Ltd.	5101	Japan	30/03/2022	Elect Director	Elect Director Takenaka, Nobuo	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
The Yokohama Rubber Co., Ltd.	5101	Japan	30/03/2022	Elect Director	Elect Director Kono, Hirokazu	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
The Yokohama Rubber Co., Ltd.	5101	Japan	30/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Shimizu, Megumi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Bridgestone Corp.	5108	Japan	23/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 85	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns with the level of the proposed dividend.
Bridgestone Corp.	5108	Japan	23/03/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
Bridgestone Corp.	5108	Japan	23/03/2022	Elect Director	Elect Director Ishibashi, Shuichi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Bridgestone Corp.	5108	Japan	23/03/2022	Elect Director	Elect Director Suzuki, Yoko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Bridgestone Corp.	5108	Japan	23/03/2022	Elect Director	Elect Director Hara, Hideo	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Bridgestone Corp.	5108	Japan	23/03/2022	Elect Director	Elect Director Yoshimi, Tsuyoshi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Bridgestone Corp.	5108	Japan	23/03/2022	Elect Director	Elect Director Higashi, Masahiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Bridgestone Corp.	5108	Japan	23/03/2022	Elect Director	Elect Director Scott, Trevor Davis	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Bridgestone Corp.	5108	Japan	23/03/2022	Elect Director	Elect Director Okita, Yuri	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Bridgestone Corp.	5108	Japan	23/03/2022	Elect Director	Elect Director Masuda, Kenichi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Bridgestone Corp.	5108	Japan	23/03/2022	Elect Director	Elect Director Yamamoto, Kenzo	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Bridgestone Corp.	5108	Japan	23/03/2022	Elect Director	Elect Director Terui, Keiko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Bridgestone Corp.	5108	Japan	23/03/2022	Elect Director	Elect Director Sasa, Seichi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Bridgestone Corp.	5108	Japan	23/03/2022	Elect Director	Elect Director Shiba, Yojiro	For	For	A vote FOR this nominee is warranted because: " The affiliated outsider's presence on the board cannot be regarded detrimental when the board is majority independent.
Sumitomo Rubber Industries, Ltd.	5110	Japan	24/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 30	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns with the level of the proposed dividend.
Sumitomo Rubber Industries, Ltd.	5110	Japan	24/03/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
Sumitomo Rubber Industries, Ltd.	5110	Japan	24/03/2022	Elect Director	Elect Director Ikeda, Ikuji	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sumitomo Rubber Industries, Ltd.	5110	Japan	24/03/2022	Elect Director	Elect Director Kobayashi, Nobuyuki	For	For	A vote FOR this nominee is warranted because: " The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Sumitomo Rubber Industries, Ltd.	5110	Japan	24/03/2022	Elect Director	Elect Director Sonoda, Mari	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sumitomo Rubber Industries, Ltd.	5110	Japan	24/03/2022	Elect Director	Elect Director Yamamoto, Satoru	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sumitomo Rubber Industries, Ltd.	5110	Japan	24/03/2022	Elect Director	Elect Director Kinami, Kazuo	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sumitomo Rubber Industries, Ltd.	5110	Japan	24/03/2022	Elect Director	Elect Director Nishiguchi, Hidekazu	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sumitomo Rubber Industries, Ltd.	5110	Japan	24/03/2022	Elect Director	Elect Director Murakami, Kiyoshige	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sumitomo Rubber Industries, Ltd.	5110	Japan	24/03/2022	Elect Director	Elect Director Nishino, Masatsugu	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sumitomo Rubber Industries, Ltd.	5110	Japan	24/03/2022	Elect Director	Elect Director Okawa, Naoki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sumitomo Rubber Industries, Ltd.	5110	Japan	24/03/2022	Elect Director	Elect Director Kosaka, Keizo	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sumitomo Rubber Industries, Ltd.	5110	Japan	24/03/2022	Elect Director	Elect Director Murakami, Kenji	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sumitomo Rubber Industries, Ltd.	5110	Japan	24/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Asli M. Colpan	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sumitomo Rubber Industries, Ltd.	5110	Japan	24/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Ishida, Hiroki	For	For	A vote FOR this statutory auditor nominee is warranted because: " There are no particular concerns about the nominee.
Sumitomo Rubber Industries, Ltd.	5110	Japan	24/03/2022	Approve Restricted Stock Plan	Approve Restricted Stock Plan	For	For	A vote FOR this proposal is warranted because: " This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
AGC, Inc. (Japan)	5201	Japan	30/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 130	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns with the level of the proposed dividend.
AGC, Inc. (Japan)	5201	Japan	30/03/2022	Amend Articles to: (Japan)	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
AGC, Inc. (Japan)	5201	Japan	30/03/2022	Elect Director	Elect Director Shimamura, Takuya	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
AGC, Inc. (Japan)	5201	Japan	30/03/2022	Elect Director	Elect Director Hirai, Yoshinori	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
AGC, Inc. (Japan)	5201	Japan	30/03/2022	Elect Director	Elect Director Miyaji, Shinji	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
AGC, Inc. (Japan)	5201	Japan	30/03/2022	Elect Director	Elect Director Kurata, Hideyuki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
AGC, Inc. (Japan)	5201	Japan	30/03/2022	Elect Director	Elect Director Yanagi, Hiroyuki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
AGC, Inc. (Japan)	5201	Japan	30/03/2022	Elect Director	Elect Director Honda, Keiko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
AGC, Inc. (Japan)	5201	Japan	30/03/2022	Elect Director	Elect Director Teshirogi, Isao	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
AGC, Inc. (Japan)	5201	Japan	30/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Ishizuka, Tatsuro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
AGC, Inc. (Japan)	5201	Japan	30/03/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Compensation Ceiling for Directors	For	For	A vote FOR this proposal is warranted because: " Financial performance does not imply that the company has failed to conduct business in the interests of shareholders.
AGC, Inc. (Japan)	5201	Japan	30/03/2022	Approve Restricted Stock Plan	Approve Trust-Type Equity Compensation Plan	For	For	A vote FOR this proposal is warranted because: " This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.

ASM Pacific Technology Limited	522	Cayman Islands	10/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
ASM Pacific Technology Limited	522	Cayman Islands	10/05/2022	Elect Director	Elect Orasa Livasiri as Director	For	For	A vote FOR all nominees is warranted.
ASM Pacific Technology Limited	522	Cayman Islands	10/05/2022	Elect Director	Elect Wong Hon Yee as Director	For	For	A vote FOR all nominees is warranted.
ASM Pacific Technology Limited	522	Cayman Islands	10/05/2022	Elect Director	Elect Tang Koon Hung, Eric as Director	For	For	A vote FOR all nominees is warranted.
ASM Pacific Technology Limited	522	Cayman Islands	10/05/2022	Elect Director	Elect Paulus Antonius Henricus Verhaegen as Director	For	For	A vote FOR all nominees is warranted.
ASM Pacific Technology Limited	522	Cayman Islands	10/05/2022	Approve Remuneration of Directors and/or Committee Members	Authorize Board to Fix Remuneration of Directors	For	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.
ASM Pacific Technology Limited	522	Cayman Islands	10/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
ASM Pacific Technology Limited	522	Cayman Islands	10/05/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
ASM Pacific Technology Limited	522	Cayman Islands	10/05/2022	Authorize Share Repurchase	Authorize Repurchase of Issued Share Capital	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
ASM Pacific Technology Limited	522	Cayman Islands	10/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For	A vote FOR these resolutions is warranted for the following: * The aggregate share issuance limit is 10 percent of the relevant class of shares. * The company has specified a discount limit which is 10 percent.
ASM Pacific Technology Limited	522	Cayman Islands	10/05/2022	Authorize Reissuance of Repurchased Shares	Authorize Reissuance of Repurchased Shares	For	For	A vote FOR these resolutions is warranted for the following: * The aggregate share issuance limit is 10 percent of the relevant class of shares. * The company has specified a discount limit which is 10 percent.
ASM Pacific Technology Limited	522	Cayman Islands	10/05/2022	Change Company Name	Approve Change of Company Name	For	For	A vote FOR this proposal is warranted given that the proposed change of name is not expected to have any demonstrable effect on shareholders' rights or shareholder value.
ASM Pacific Technology Limited	522	Cayman Islands	10/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Memorandum and Articles of Association	For	For	A vote FOR these proposals is warranted given the proposed amendments would provide additional means for shareholders to participate in general meetings and are in line with the relevant rules and regulations that govern the company.
ASM Pacific Technology Limited	522	Cayman Islands	10/05/2022	Adopt New Articles of Association/Charter	Adopt Amended and Restated Memorandum and Articles of Association	For	For	A vote FOR these proposals is warranted given the proposed amendments would provide additional means for shareholders to participate in general meetings and are in line with the relevant rules and regulations that govern the company.
Tokai Carbon Co., Ltd.	5301	Japan	30/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 15	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Tokai Carbon Co., Ltd.	5301	Japan	30/03/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Tokai Carbon Co., Ltd.	5301	Japan	30/03/2022	Elect Director	Elect Director Nagasaka, Hajime	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokai Carbon Co., Ltd.	5301	Japan	30/03/2022	Elect Director	Elect Director Serizawa, Yuji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokai Carbon Co., Ltd.	5301	Japan	30/03/2022	Elect Director	Elect Director Tsuji, Masafumi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokai Carbon Co., Ltd.	5301	Japan	30/03/2022	Elect Director	Elect Director Yamaguchi, Katsuyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokai Carbon Co., Ltd.	5301	Japan	30/03/2022	Elect Director	Elect Director Yamamoto, Shunji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokai Carbon Co., Ltd.	5301	Japan	30/03/2022	Elect Director	Elect Director Kambayashi, Nobumitsu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokai Carbon Co., Ltd.	5301	Japan	30/03/2022	Elect Director	Elect Director Asada, Mayumi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokai Carbon Co., Ltd.	5301	Japan	30/03/2022	Elect Director	Elect Director Miyazaki, Toshiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokai Carbon Co., Ltd.	5301	Japan	30/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Ogashiwa, Kaoru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokai Carbon Co., Ltd.	5301	Japan	30/03/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Matsushima, Yoshinori	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NGK Insulators, Ltd.	5333	Japan	27/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 33	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
NGK Insulators, Ltd.	5333	Japan	27/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
NGK Insulators, Ltd.	5333	Japan	27/06/2022	Elect Director	Elect Director Oshima, Taku	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NGK Insulators, Ltd.	5333	Japan	27/06/2022	Elect Director	Elect Director Kobayashi, Shigeru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NGK Insulators, Ltd.	5333	Japan	27/06/2022	Elect Director	Elect Director Niwa, Chiaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NGK Insulators, Ltd.	5333	Japan	27/06/2022	Elect Director	Elect Director Iwasaki, Ryohei	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NGK Insulators, Ltd.	5333	Japan	27/06/2022	Elect Director	Elect Director Yamada, Tadaaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NGK Insulators, Ltd.	5333	Japan	27/06/2022	Elect Director	Elect Director Shindo, Hideaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NGK Insulators, Ltd.	5333	Japan	27/06/2022	Elect Director	Elect Director Kamano, Hiroyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NGK Insulators, Ltd.	5333	Japan	27/06/2022	Elect Director	Elect Director Hamada, Emiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NGK Insulators, Ltd.	5333	Japan	27/06/2022	Elect Director	Elect Director Furukawa, Kazuo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NGK Insulators, Ltd.	5333	Japan	27/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Kimura, Takashi	Against	Against	A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.
NGK Insulators, Ltd.	5333	Japan	27/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Hashimoto, Shuzo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NGK Insulators, Ltd.	5333	Japan	27/06/2022	Approve Restricted Stock Plan	Approve Restricted Stock Plan	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
NGK SPARK PLUG CO., LTD.	5334	Japan	24/06/2022	Amend Articles to: (Japan)	Amend Articles to Change Company Name - Amend Business Lines - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
NGK SPARK PLUG CO., LTD.	5334	Japan	24/06/2022	Elect Director	Elect Director Odo, Shinichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NGK SPARK PLUG CO., LTD.	5334	Japan	24/06/2022	Elect Director	Elect Director Kawai, Takeshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NGK SPARK PLUG CO., LTD.	5334	Japan	24/06/2022	Elect Director	Elect Director Matsui, Toru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NGK SPARK PLUG CO., LTD.	5334	Japan	24/06/2022	Elect Director	Elect Director Otaki, Morihiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NGK SPARK PLUG CO., LTD.	5334	Japan	24/06/2022	Elect Director	Elect Director Mackenzie Donald Clugston	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NGK SPARK PLUG CO., LTD.	5334	Japan	24/06/2022	Elect Director	Elect Director Doi, Miwako	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NGK SPARK PLUG CO., LTD.	5334	Japan	24/06/2022	Elect Director	Elect Director Takakura, Chiharu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NGK SPARK PLUG CO., LTD.	5334	Japan	24/06/2022	Elect Director	Elect Director and Audit Committee Member Kato, Mikihiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NGK SPARK PLUG CO., LTD.	5334	Japan	24/06/2022	Elect Director	Elect Director and Audit Committee Member Yasui, Kanemaru	Against	Against	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.
NGK SPARK PLUG CO., LTD.	5334	Japan	24/06/2022	Elect Director	Elect Director and Audit Committee Member Nagatomi, Fumiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NGK SPARK PLUG CO., LTD.	5334	Japan	24/06/2022	Elect Director	Elect Director and Audit Committee Member Christina L. Ahmadjian	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NGK SPARK PLUG CO., LTD.	5334	Japan	24/06/2022	Approve/Amend Bundled Remuneration Plans	Approve Fixed Cash Compensation Ceiling and Annual Bonus Ceiling for Directors Who Are Not Audit Committee Members	For	For	A vote FOR this proposal is warranted because: * The proposal on fixed cash compensation ceiling for directors who are not audit committee members reflects the company's adoption of a board with an audit committee. * The introduction of annual bonus appears positive as that should help align the interests of the recipients with those of shareholders. * The advisory compensation committee adds some transparency in the board's compensation decision process. * The board profile improves after this AGM.
NGK SPARK PLUG CO., LTD.	5334	Japan	24/06/2022	Approve/Amend Bundled Remuneration Plans	Approve Fixed Cash Compensation Ceiling and Annual Bonus Ceiling for Directors Who Are Audit Committee Members	For	For	A vote FOR this proposal is warranted because: * The proposal on fixed cash compensation ceiling for directors who are audit committee members reflects the company's adoption of a board with an audit committee. * The introduction of annual bonus appears positive as that should help align the interests of the recipients with those of shareholders. * The advisory compensation committee adds some transparency in the board's compensation decision process. * The board profile improves after this AGM.
NGK SPARK PLUG CO., LTD.	5334	Japan	24/06/2022	Approve Restricted Stock Plan	Approve Trust-Type Equity Compensation Plan	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Hitachi Metals, Ltd.	5486	Japan	21/06/2022	Amend Articles to: (Japan)	Amend Articles to Change Location of Head Office - Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Hitachi Metals, Ltd.	5486	Japan	21/06/2022	Elect Director	Elect Director Nishie, Kenichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hitachi Metals, Ltd.	5486	Japan	21/06/2022	Elect Director	Elect Director Uenoyama, Makoto	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hitachi Metals, Ltd.	5486	Japan	21/06/2022	Elect Director	Elect Director Fukuo, Koichi	Against	Against	A vote AGAINST this proposal is warranted because: * The nominee is the incumbent nominating committee chair and there is a lack of gender diversity on the board.
Hitachi Metals, Ltd.	5486	Japan	21/06/2022	Elect Director	Elect Director Nishiyama, Mitsuki	Against	Against	A vote AGAINST this proposal is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
Hitachi Metals, Ltd.	5486	Japan	21/06/2022	Elect Director	Elect Director Morita, Mamoru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Metal Mining Co., Ltd.	5713	Japan	24/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 188	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Sumitomo Metal Mining Co., Ltd.	5713	Japan	24/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Sumitomo Metal Mining Co., Ltd.	5713	Japan	24/06/2022	Elect Director	Elect Director Nakazato, Yoshiaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Metal Mining Co., Ltd.	5713	Japan	24/06/2022	Elect Director	Elect Director Nozaki, Akira	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Metal Mining Co., Ltd.	5713	Japan	24/06/2022	Elect Director	Elect Director Higo, Toru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Metal Mining Co., Ltd.	5713	Japan	24/06/2022	Elect Director	Elect Director Matsumoto, Nobuhiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Metal Mining Co., Ltd.	5713	Japan	24/06/2022	Elect Director	Elect Director Kanayama, Takahiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Metal Mining Co., Ltd.	5713	Japan	24/06/2022	Elect Director	Elect Director Nakano, Kazuhisa	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Metal Mining Co., Ltd.	5713	Japan	24/06/2022	Elect Director	Elect Director Ishii, Taeko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Metal Mining Co., Ltd.	5713	Japan	24/06/2022	Elect Director	Elect Director Kinoshiita, Manabu	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Sumitomo Metal Mining Co., Ltd.	5713	Japan	24/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Nozawa, Tsuyoshi	For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Metal Mining Co., Ltd.	5713	Japan	24/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Mishina, Kazuhiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.

Sumitomo Metal Mining Co., Ltd.	5713	Japan	24/06/2022	Approve Annual Bonus Payment for Directors and Statutory Auditors	Approve Annual Bonus	For	For	A vote FOR the proposal is warranted because: * The total proposed amount of the bonuses is not excessively high.
Sumitomo Electric Industries Ltd.	5802	Japan	24/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 25	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Sumitomo Electric Industries Ltd.	5802	Japan	24/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Sumitomo Electric Industries Ltd.	5802	Japan	24/06/2022	Elect Director	Elect Director Matsumoto, Masayoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Electric Industries Ltd.	5802	Japan	24/06/2022	Elect Director	Elect Director Sato, Hiroshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Electric Industries Ltd.	5802	Japan	24/06/2022	Elect Director	Elect Director Tsuchiya, Michihiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Electric Industries Ltd.	5802	Japan	24/06/2022	Elect Director	Elect Director Christina Ahmadjan	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Electric Industries Ltd.	5802	Japan	24/06/2022	Elect Director	Elect Director Watanabe, Katsuki	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Sumitomo Electric Industries Ltd.	5802	Japan	24/06/2022	Elect Director	Elect Director Horiba, Atsushi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Electric Industries Ltd.	5802	Japan	24/06/2022	Elect Director	Elect Director Nakajima, Shigeru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Electric Industries Ltd.	5802	Japan	24/06/2022	Elect Director	Elect Director Inoue, Osamu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Electric Industries Ltd.	5802	Japan	24/06/2022	Elect Director	Elect Director Nishida, Mitsuo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Electric Industries Ltd.	5802	Japan	24/06/2022	Elect Director	Elect Director Nishimura, Akira	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Electric Industries Ltd.	5802	Japan	24/06/2022	Elect Director	Elect Director Hato, Hideo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Electric Industries Ltd.	5802	Japan	24/06/2022	Elect Director	Elect Director Shirayama, Masaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Electric Industries Ltd.	5802	Japan	24/06/2022	Elect Director	Elect Director Kobayashi, Nobuyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Electric Industries Ltd.	5802	Japan	24/06/2022	Elect Director	Elect Director Miyata, Yasuhiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Electric Industries Ltd.	5802	Japan	24/06/2022	Elect Director	Elect Director Sahashi, Toshiyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Electric Industries Ltd.	5802	Japan	24/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Kasui, Yoshitomo	For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Electric Industries Ltd.	5802	Japan	24/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Yoshikawa, Ikuo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Electric Industries Ltd.	5802	Japan	24/06/2022	Approve Annual Bonus Payment for Directors and Statutory Auditors	Approve Annual Bonus	For	For	A vote FOR the proposal is warranted because: * The total proposed amount of the bonuses is not excessively high.
China Conch Venture Holdings Limited	586	Cayman Islands	24/06/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
China Conch Venture Holdings Limited	586	Cayman Islands	24/06/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
China Conch Venture Holdings Limited	586	Cayman Islands	24/06/2022	Elect Director	Elect Li Jian as Director	For	For	A vote AGAINST incumbent nominating committee member Kai Wing Chan is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
China Conch Venture Holdings Limited	586	Cayman Islands	24/06/2022	Elect Director	Elect Guo Jingbin as Director	For	For	A vote AGAINST incumbent nominating committee member Kai Wing Chan is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
China Conch Venture Holdings Limited	586	Cayman Islands	24/06/2022	Elect Director	Elect Yu Kaijun as Director	For	For	A vote AGAINST incumbent nominating committee member Kai Wing Chan is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
China Conch Venture Holdings Limited	586	Cayman Islands	24/06/2022	Elect Director	Elect Shu Mao as Director	For	For	A vote AGAINST incumbent nominating committee member Kai Wing Chan is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
China Conch Venture Holdings Limited	586	Cayman Islands	24/06/2022	Elect Director	Elect Chan Kai Wing as Director	Against	Against	A vote AGAINST incumbent nominating committee member Kai Wing Chan is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
China Conch Venture Holdings Limited	586	Cayman Islands	24/06/2022	Approve Remuneration of Directors and/or Committee Members	Authorize Board to Fix Remuneration of Directors	For	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.
China Conch Venture Holdings Limited	586	Cayman Islands	24/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
China Conch Venture Holdings Limited	586	Cayman Islands	24/06/2022	Authorize Share Repurchase Program	Authorize Repurchase of Issued Share Capital	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
China Conch Venture Holdings Limited	586	Cayman Islands	24/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
China Conch Venture Holdings Limited	586	Cayman Islands	24/06/2022	Authorize Reissuance of Repurchased Shares	Authorize Reissuance of Repurchased Shares	Against	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
China Conch Environment Protection Holdings Limited	587	Cayman Islands	24/06/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
China Conch Environment Protection Holdings Limited	587	Cayman Islands	24/06/2022	Elect Director	Elect Guo Jingbin as Director	Against	Against	A vote AGAINST incumbent Nominating Committee member Jingbin Guo is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
China Conch Environment Protection Holdings Limited	587	Cayman Islands	24/06/2022	Elect Director	Elect Shu Mao as Director	For	For	A vote AGAINST incumbent Nominating Committee member Jingbin Guo is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
China Conch Environment Protection Holdings Limited	587	Cayman Islands	24/06/2022	Elect Director	Elect Wan Changbao as Director	For	For	A vote AGAINST incumbent Nominating Committee member Jingbin Guo is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
China Conch Environment Protection Holdings Limited	587	Cayman Islands	24/06/2022	Elect Director	Elect Zhang Keke as Director	For	For	A vote AGAINST incumbent Nominating Committee member Jingbin Guo is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
China Conch Environment Protection Holdings Limited	587	Cayman Islands	24/06/2022	Elect Director	Elect Ji Qingying as Director	For	For	A vote AGAINST incumbent Nominating Committee member Jingbin Guo is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
China Conch Environment Protection Holdings Limited	587	Cayman Islands	24/06/2022	Elect Director	Elect Xiao Jiaxiang as Director	For	For	A vote AGAINST incumbent Nominating Committee member Jingbin Guo is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
China Conch Environment Protection Holdings Limited	587	Cayman Islands	24/06/2022	Elect Director	Elect Hao Jiming as Director	For	For	A vote AGAINST incumbent Nominating Committee member Jingbin Guo is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
China Conch Environment Protection Holdings Limited	587	Cayman Islands	24/06/2022	Elect Director	Elect Cai Hongping as Director	For	For	A vote AGAINST incumbent Nominating Committee member Jingbin Guo is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
China Conch Environment Protection Holdings Limited	587	Cayman Islands	24/06/2022	Elect Director	Elect Dai Xiaohu as Director	For	For	A vote AGAINST incumbent Nominating Committee member Jingbin Guo is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
China Conch Environment Protection Holdings Limited	587	Cayman Islands	24/06/2022	Approve Remuneration of Directors and/or Committee Members	Authorize Board to Fix Remuneration of Directors	For	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.
China Conch Environment Protection Holdings Limited	587	Cayman Islands	24/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
China Conch Environment Protection Holdings Limited	587	Cayman Islands	24/06/2022	Authorize Share Repurchase Program	Authorize Repurchase of Issued Share Capital	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
China Conch Environment Protection Holdings Limited	587	Cayman Islands	24/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
China Conch Environment Protection Holdings Limited	587	Cayman Islands	24/06/2022	Authorize Reissuance of Repurchased Shares	Authorize Reissuance of Repurchased Shares	Against	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
Recruit Holdings Co., Ltd.	6098	Japan	21/06/2022	Elect Director	Elect Director Minegishi, Masumi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Recruit Holdings Co., Ltd.	6098	Japan	21/06/2022	Elect Director	Elect Director Idekubo, Hisayuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Recruit Holdings Co., Ltd.	6098	Japan	21/06/2022	Elect Director	Elect Director Senaha, Ayano	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Recruit Holdings Co., Ltd.	6098	Japan	21/06/2022	Elect Director	Elect Director Rony Kahan	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Recruit Holdings Co., Ltd.	6098	Japan	21/06/2022	Elect Director	Elect Director zumiya, Naoki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Recruit Holdings Co., Ltd.	6098	Japan	21/06/2022	Elect Director	Elect Director Totoki, Hiroki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Recruit Holdings Co., Ltd.	6098	Japan	21/06/2022	Elect Director	Elect Director Honda, Keiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Recruit Holdings Co., Ltd.	6098	Japan	21/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Nishimura, Takashi	For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
Recruit Holdings Co., Ltd.	6098	Japan	21/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Tanaka, Miho	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Recruit Holdings Co., Ltd.	6098	Japan	21/06/2022	Amend Articles to: (Japan)	Amend Articles to Change Location of Head Office - Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Shibaura Machine Co., Ltd.	6104	Japan	30/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Shibaura Machine Co., Ltd.	6104	Japan	30/06/2022	Elect Director	Elect Director Imura, Yukio	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shibaura Machine Co., Ltd.	6104	Japan	30/06/2022	Elect Director	Elect Director Sakamoto, Shigetomo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shibaura Machine Co., Ltd.	6104	Japan	30/06/2022	Elect Director	Elect Director Kobayashi, Akiyoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shibaura Machine Co., Ltd.	6104	Japan	30/06/2022	Elect Director	Elect Director Ota, Hiroaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shibaura Machine Co., Ltd.	6104	Japan	30/06/2022	Elect Director	Elect Director Sato, Kiyochi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shibaura Machine Co., Ltd.	6104	Japan	30/06/2022	Elect Director	Elect Director wasaki, Seigo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shibaura Machine Co., Ltd.	6104	Japan	30/06/2022	Elect Director	Elect Director Inoue, Hiroshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shibaura Machine Co., Ltd.	6104	Japan	30/06/2022	Elect Director	Elect Director Terawaki, Kazumine	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shibaura Machine Co., Ltd.	6104	Japan	30/06/2022	Elect Director	Elect Director Hayakawa, Chisa	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.

Shibaura Machine Co., Ltd.	6104	Japan	30/06/2022	Elect Alternate/Deputy Directors	Elect Alternate Director and Audit Committee Member Takeuchi, Nobuhiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
AMADA Co., Ltd.	6113	Japan	28/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 21	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
AMADA Co., Ltd.	6113	Japan	28/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
AMADA Co., Ltd.	6113	Japan	28/06/2022	Elect Director	Elect Director Isobe, Tsutomu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
AMADA Co., Ltd.	6113	Japan	28/06/2022	Elect Director	Elect Director Yamanashi, Takaaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
AMADA Co., Ltd.	6113	Japan	28/06/2022	Elect Director	Elect Director Tadokoro, Masahiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
AMADA Co., Ltd.	6113	Japan	28/06/2022	Elect Director	Elect Director Yamamoto, Koji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
AMADA Co., Ltd.	6113	Japan	28/06/2022	Elect Director	Elect Director Miwa, Kazuhiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
AMADA Co., Ltd.	6113	Japan	28/06/2022	Elect Director	Elect Director Muzaki, Michiyoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
AMADA Co., Ltd.	6113	Japan	28/06/2022	Elect Director	Elect Director Chino, Toshitake	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
AMADA Co., Ltd.	6113	Japan	28/06/2022	Elect Director	Elect Director Miyoshi, Hidekazu	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
AMADA Co., Ltd.	6113	Japan	28/06/2022	Elect Director	Elect Director Kobe, Harumi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
AMADA Co., Ltd.	6113	Japan	28/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Murata, Makoto	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
DISCO Corp.	6146	Japan	29/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 609	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
DISCO Corp.	6146	Japan	29/06/2022	Amend Articles to: (Japan)	Amend Articles to Adopt Board Structure with Three Committees - Disclose Shareholder Meeting Materials on Internet - Reduce Directors' Term - Indemnify Directors - Authorize Board to Determine Income Allocation	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
DISCO Corp.	6146	Japan	29/06/2022	Elect Director	Elect Director Sekiya, Kazuma	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
DISCO Corp.	6146	Japan	29/06/2022	Elect Director	Elect Director Oki, Noriko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
DISCO Corp.	6146	Japan	29/06/2022	Elect Director	Elect Director Yoshinaga, Noboru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
DISCO Corp.	6146	Japan	29/06/2022	Elect Director	Elect Director Tamura, Takao	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
DISCO Corp.	6146	Japan	29/06/2022	Elect Director	Elect Director Inasaki, Ichiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
DISCO Corp.	6146	Japan	29/06/2022	Elect Director	Elect Director Tamura, Shinichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
DISCO Corp.	6146	Japan	29/06/2022	Elect Director	Elect Director Mimata, Tsutomu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
DISCO Corp.	6146	Japan	29/06/2022	Elect Director	Elect Director Takayanagi, Tadao	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
DISCO Corp.	6146	Japan	29/06/2022	Elect Director	Elect Director Yamaguchi, Yusei	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
DISCO Corp.	6146	Japan	29/06/2022	Elect Director	Elect Director Tokimaru, Kazuyoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Industries Corp.	6201	Japan	10/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	Against	Against	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
Toyota Industries Corp.	6201	Japan	10/06/2022	Elect Director	Elect Director Toyoda, Tetsuro	Against	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation. * The nominee is an incumbent representative director and there is a lack of diversity on the board.
Toyota Industries Corp.	6201	Japan	10/06/2022	Elect Director	Elect Director Onishi, Akira	Against	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation. * The nominee is an incumbent representative director and there is a lack of diversity on the board.
Toyota Industries Corp.	6201	Japan	10/06/2022	Elect Director	Elect Director Mizuno, Yojiro	Against	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
Toyota Industries Corp.	6201	Japan	10/06/2022	Elect Director	Elect Director Sumi, Shuzo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Industries Corp.	6201	Japan	10/06/2022	Elect Director	Elect Director Maeda, Masahiko	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Toyota Industries Corp.	6201	Japan	10/06/2022	Elect Director	Elect Director Handa, Junichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Industries Corp.	6201	Japan	10/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Furusawa, Hitoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Industries Corp.	6201	Japan	10/06/2022	Approve Annual Bonus Payment for Directors and Statutory Auditors	Approve Annual Bonus	For	For	A vote FOR the proposal is warranted because: * The total proposed amount of the bonuses is not excessively high.
Toyota Industries Corp.	6201	Japan	10/06/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Compensation Ceiling for Directors	For	For	A vote FOR this proposal is warranted because: * The company is proposing to lower the current ceiling.
ACSL Ltd.	6232	Japan	25/03/2022	Approve Reduction in Share Capital	Approve Capital Reduction and Accounting Transfers	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns about the proposal.
ACSL Ltd.	6232	Japan	25/03/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	Against	Against	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
ACSL Ltd.	6232	Japan	25/03/2022	Elect Director	Elect Director Washiya, Satoshi	Against	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
ACSL Ltd.	6232	Japan	25/03/2022	Elect Director	Elect Director Hayakawa, Kensuke	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ACSL Ltd.	6232	Japan	25/03/2022	Elect Director	Elect Director Christopher Thomas Raabe	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ACSL Ltd.	6232	Japan	25/03/2022	Elect Director	Elect Director Sugiyama, Masanori	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ACSL Ltd.	6232	Japan	25/03/2022	Elect Director	Elect Director Shimazu, Tadaharu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ACSL Ltd.	6232	Japan	25/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Ninomiya, Akira	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ACSL Ltd.	6232	Japan	25/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Shimada, Hideki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ACSL Ltd.	6232	Japan	25/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Onogi, Takeshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ACSL Ltd.	6232	Japan	25/03/2022	Approve Increase in Aggregate Compensation Ceiling for Statutory Auditors	Approve Compensation Ceiling for Statutory Auditors	For	For	A vote FOR this proposal is warranted because: * The size of the proposed ceiling cannot be regarded as high.
Hirata Corp.	6258	Japan	24/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Hirata Corp.	6258	Japan	24/06/2022	Elect Director	Elect Director Hirata, Yuichiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hirata Corp.	6258	Japan	24/06/2022	Elect Director	Elect Director Hiraga, Yasuhide	Abstain	Abstain	An ABSTAIN vote on this resolution is warranted because: * This item was withdrawn.
Hirata Corp.	6258	Japan	24/06/2022	Elect Director	Elect Director Hirata, Shojiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hirata Corp.	6258	Japan	24/06/2022	Elect Director	Elect Director Fujimoto, Yasuhiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hirata Corp.	6258	Japan	24/06/2022	Elect Director	Elect Director Maeda, Shigeru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hirata Corp.	6258	Japan	24/06/2022	Elect Director	Elect Director Kozaki, Masaru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hirata Corp.	6258	Japan	24/06/2022	Elect Director	Elect Director Ogawa, Satoru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hirata Corp.	6258	Japan	24/06/2022	Elect Director	Elect Director Koyama, Tamami	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hirata Corp.	6258	Japan	24/06/2022	Elect Director	Elect Director Ueda, Ryoiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hirata Corp.	6258	Japan	24/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Endo, Yasuhiko	Against	Against	A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.
Hirata Corp.	6258	Japan	24/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Okabe, Asako	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SMC Corp. (Japan)	6273	Japan	29/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 450	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
SMC Corp. (Japan)	6273	Japan	29/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
SMC Corp. (Japan)	6273	Japan	29/06/2022	Elect Director	Elect Director Takada, Yoshiki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SMC Corp. (Japan)	6273	Japan	29/06/2022	Elect Director	Elect Director Kagawa, Toshiharu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SMC Corp. (Japan)	6273	Japan	29/06/2022	Elect Director	Elect Director wata, Yoshiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SMC Corp. (Japan)	6273	Japan	29/06/2022	Elect Director	Elect Director Miyazaki, Kyoichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SMC Corp. (Japan)	6273	Japan	29/06/2022	Elect Director	Elect Director Iseo, Toshio	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SMC Corp. (Japan)	6273	Japan	29/06/2022	Elect Director	Elect Director Ota, Masahiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SMC Corp. (Japan)	6273	Japan	29/06/2022	Elect Director	Elect Director Maruyama, Susumu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SMC Corp. (Japan)	6273	Japan	29/06/2022	Elect Director	Elect Director Samuel Neff	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SMC Corp. (Japan)	6273	Japan	29/06/2022	Elect Director	Elect Director Doi, Yoshitada	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SMC Corp. (Japan)	6273	Japan	29/06/2022	Elect Director	Elect Director Ogura, Koji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SMC Corp. (Japan)	6273	Japan	29/06/2022	Elect Director	Elect Director Kelley Stacy	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SMC Corp. (Japan)	6273	Japan	29/06/2022	Elect Director	Elect Director Kazu, Masanobu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Komatsu Ltd.	6301	Japan	21/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 56	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Komatsu Ltd.	6301	Japan	21/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Komatsu Ltd.	6301	Japan	21/06/2022	Elect Director	Elect Director Ohashi, Tetsuji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Komatsu Ltd.	6301	Japan	21/06/2022	Elect Director	Elect Director Ogawa, Hiroyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Komatsu Ltd.	6301	Japan	21/06/2022	Elect Director	Elect Director Moriyama, Masayuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.

Komatsu Ltd.	6301	Japan	21/06/2022	Elect Director	Elect Director Mizuhara, Kiyoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Komatsu Ltd.	6301	Japan	21/06/2022	Elect Director	Elect Director Horikoshi, Takeshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Komatsu Ltd.	6301	Japan	21/06/2022	Elect Director	Elect Director Kunibe, Takeshi	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Komatsu Ltd.	6301	Japan	21/06/2022	Elect Director	Elect Director Arthur M. Mitchell	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Komatsu Ltd.	6301	Japan	21/06/2022	Elect Director	Elect Director Saiki, Naoko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Komatsu Ltd.	6301	Japan	21/06/2022	Elect Director	Elect Director Sawada, Michitaka	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Komatsu Ltd.	6301	Japan	21/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Kosaka, Tatsuro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Heavy Industries, Ltd.	6302	Japan	29/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 80	For	For	Approve Allocation of Income, with a Final Dividend of JPY 80
Sumitomo Heavy Industries, Ltd.	6302	Japan	29/06/2022	Amend Articles to: (Japan)	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet - Change Fiscal Year End	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Sumitomo Heavy Industries, Ltd.	6302	Japan	29/06/2022	Elect Director	Elect Director Okamura, Tetsuya	Against	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
Sumitomo Heavy Industries, Ltd.	6302	Japan	29/06/2022	Elect Director	Elect Director Shimomura, Shinji	Against	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
Sumitomo Heavy Industries, Ltd.	6302	Japan	29/06/2022	Elect Director	Elect Director Kojima, Eiji	Against	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
Sumitomo Heavy Industries, Ltd.	6302	Japan	29/06/2022	Elect Director	Elect Director Hiraoaka, Kazuo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Heavy Industries, Ltd.	6302	Japan	29/06/2022	Elect Director	Elect Director Chijiwa, Toshihiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Heavy Industries, Ltd.	6302	Japan	29/06/2022	Elect Director	Elect Director Watanabe, Toshiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Heavy Industries, Ltd.	6302	Japan	29/06/2022	Elect Director	Elect Director Takahashi, Susumu	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Sumitomo Heavy Industries, Ltd.	6302	Japan	29/06/2022	Elect Director	Elect Director Kojima, Hideo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Heavy Industries, Ltd.	6302	Japan	29/06/2022	Elect Director	Elect Director Hamaji, Akio	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Heavy Industries, Ltd.	6302	Japan	29/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Suzuki, Hideo	For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Heavy Industries, Ltd.	6302	Japan	29/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Wakae, Takeo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Heavy Industries, Ltd.	6302	Japan	29/06/2022	Approve Restricted Stock Plan	Approve Trust-Type Equity Compensation Plan	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Sumitomo Heavy Industries, Ltd.	6302	Japan	29/06/2022	Approve Increase in Aggregate Compensation Ceiling for Statutory Auditors	Approve Compensation Ceiling for Statutory Auditors	For	For	A vote FOR this proposal is warranted because: * The size of the proposed ceiling cannot be regarded as high.
Hitachi Construction Machinery Co., Ltd.	6305	Japan	27/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings - Clarify Director Authority on Board Meetings	Against	Against	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
Hitachi Construction Machinery Co., Ltd.	6305	Japan	27/06/2022	Elect Director	Elect Director Oka, Toshiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hitachi Construction Machinery Co., Ltd.	6305	Japan	27/06/2022	Elect Director	Elect Director Hosoya, Yoshinori	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hitachi Construction Machinery Co., Ltd.	6305	Japan	27/06/2022	Elect Director	Elect Director Okuhara, Kazushige	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hitachi Construction Machinery Co., Ltd.	6305	Japan	27/06/2022	Elect Director	Elect Director Kikuchi, Maoko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hitachi Construction Machinery Co., Ltd.	6305	Japan	27/06/2022	Elect Director	Elect Director Toyama, Haruyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hitachi Construction Machinery Co., Ltd.	6305	Japan	27/06/2022	Elect Director	Elect Director Moe, Hidemi	Against	Against	A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence.
Hitachi Construction Machinery Co., Ltd.	6305	Japan	27/06/2022	Elect Director	Elect Director Katsurayama, Tetsuo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hitachi Construction Machinery Co., Ltd.	6305	Japan	27/06/2022	Elect Director	Elect Director Shijima, Keichiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hitachi Construction Machinery Co., Ltd.	6305	Japan	27/06/2022	Elect Director	Elect Director Tabuchi, Michifumi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hitachi Construction Machinery Co., Ltd.	6305	Japan	27/06/2022	Elect Director	Elect Director Hirano, Kotaro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Harmonic Drive Systems, Inc.	6324	Japan	22/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 11	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Harmonic Drive Systems, Inc.	6324	Japan	22/06/2022	Amend Articles to: (Japan)	Amend Articles to Clarify Director Authority on Shareholder Meetings - Disclose Shareholder Meeting Materials on Internet - Clarify Director Authority on Board Meetings	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Harmonic Drive Systems, Inc.	6324	Japan	22/06/2022	Elect Director	Elect Director Ito, Mitsumasa	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Harmonic Drive Systems, Inc.	6324	Japan	22/06/2022	Elect Director	Elect Director Nagai, Akira	Against	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
Harmonic Drive Systems, Inc.	6324	Japan	22/06/2022	Elect Director	Elect Director Maruyama, Akira	Against	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
Harmonic Drive Systems, Inc.	6324	Japan	22/06/2022	Elect Director	Elect Director Kamijo, Kazutoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Harmonic Drive Systems, Inc.	6324	Japan	22/06/2022	Elect Director	Elect Director Tanioka, Yoshihiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Harmonic Drive Systems, Inc.	6324	Japan	22/06/2022	Elect Director	Elect Director Yoshida, Haruhiko	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Harmonic Drive Systems, Inc.	6324	Japan	22/06/2022	Elect Director	Elect Director Nakamura, Masanobu	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Harmonic Drive Systems, Inc.	6324	Japan	22/06/2022	Elect Director	Elect Director Fukuda, Yoshio	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Harmonic Drive Systems, Inc.	6324	Japan	22/06/2022	Elect Director	Elect Director Hayashi, Kazuhiko	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Harmonic Drive Systems, Inc.	6324	Japan	22/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Iguchi, Hidefumi	For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
Harmonic Drive Systems, Inc.	6324	Japan	22/06/2022	Approve Special Payments to Continuing Directors in Connection with Abolition of Retirement Bonus System	Approve Bonus Related to Retirement Bonus System Abolition	Against	Against	A vote AGAINST this proposal is warranted because: * The bonus amounts are not disclosed. * The payment of bonuses to outsiders is an inappropriate practice.
Harmonic Drive Systems, Inc.	6324	Japan	22/06/2022	Approve Restricted Stock Plan	Approve Restricted Stock Plan	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Harmonic Drive Systems, Inc.	6324	Japan	22/06/2022	Approve Annual Bonus Payment for Directors and Statutory Auditors	Approve Annual Bonus	For	For	A vote FOR the proposal is warranted because: * The total proposed amount of the bonuses is not excessively high.
Kubota Corp.	6326	Japan	18/03/2022	Amend Articles to: (Japan)	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet - Amend Provisions on Number of Directors	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Kubota Corp.	6326	Japan	18/03/2022	Elect Director	Elect Director Kimata, Masatoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kubota Corp.	6326	Japan	18/03/2022	Elect Director	Elect Director Arkane, Kumi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kubota Corp.	6326	Japan	18/03/2022	Elect Director	Elect Director Kita, Yuichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kubota Corp.	6326	Japan	18/03/2022	Elect Director	Elect Director Yoshikawa, Masato	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kubota Corp.	6326	Japan	18/03/2022	Elect Director	Elect Director Kurosawa, Toshihiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kubota Corp.	6326	Japan	18/03/2022	Elect Director	Elect Director Watanabe, Dai	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kubota Corp.	6326	Japan	18/03/2022	Elect Director	Elect Director Kimura, Hiroto	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kubota Corp.	6326	Japan	18/03/2022	Elect Director	Elect Director Matsuda, Yuzuru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kubota Corp.	6326	Japan	18/03/2022	Elect Director	Elect Director Ina, Koichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kubota Corp.	6326	Japan	18/03/2022	Elect Director	Elect Director Shintaku, Yutaro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kubota Corp.	6326	Japan	18/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Fukuyama, Toshikazu	For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
Kubota Corp.	6326	Japan	18/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Hiyama, Yasuhiko	For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.

Kubota Corp.	6326	Japan	18/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Tsunematsu, Masashi	For	For	A vote FOR this statutory auditor nominee is warranted because: " There are no particular concerns about the nominee.
Kubota Corp.	6326	Japan	18/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Kimura, Keijiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Kubota Corp.	6326	Japan	18/03/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Fujiwara, Masaki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Kubota Corp.	6326	Japan	18/03/2022	Approve Annual Bonus Payment for Directors and Statutory Auditors	Approve Annual Bonus	For	For	A vote FOR the proposal is warranted because: " The total proposed amount of the bonuses is not excessively high.
Kubota Corp.	6326	Japan	18/03/2022	Approve/Amend Bundled Remuneration Plans	Approve Compensation Ceiling and Annual Bonus Ceiling for Directors	For	For	A vote FOR this proposal is warranted because: " Financial performance does not imply that the company has failed to conduct business in the interests of shareholders." The size of the proposed compensation ceiling and annual bonus ceiling for directors cannot be regarded as excessively high." The compensation committee adds some transparency to the board's compensation decision process.
Kubota Corp.	6326	Japan	18/03/2022	Approve Increase in Aggregate Compensation Ceiling for Statutory Auditors	Approve Compensation Ceiling for Statutory Auditors	For	For	A vote FOR this proposal is warranted because: " The size of the proposed ceiling cannot be regarded as high.
Kubota Corp.	6326	Japan	18/03/2022	Approve Restricted Stock Plan	Approve Trust-Type Equity Compensation Plan	For	For	A vote FOR this proposal is warranted because: " This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Ebara Corp.	6361	Japan	29/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 113	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns with the level of the proposed dividend.
Ebara Corp.	6361	Japan	29/03/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
Ebara Corp.	6361	Japan	29/03/2022	Elect Director	Elect Director Maeda, Toichi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Ebara Corp.	6361	Japan	29/03/2022	Elect Director	Elect Director Shinamura, Takuya	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Ebara Corp.	6361	Japan	29/03/2022	Elect Director	Elect Director Asami, Masao	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Ebara Corp.	6361	Japan	29/03/2022	Elect Director	Elect Director Sawabe, Hajime	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Ebara Corp.	6361	Japan	29/03/2022	Elect Director	Elect Director Oeda, Hiroshi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Ebara Corp.	6361	Japan	29/03/2022	Elect Director	Elect Director Hashimoto, Masahiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Ebara Corp.	6361	Japan	29/03/2022	Elect Director	Elect Director Nishiyama, Junko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Ebara Corp.	6361	Japan	29/03/2022	Elect Director	Elect Director Fujimoto, Mie	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Ebara Corp.	6361	Japan	29/03/2022	Elect Director	Elect Director Kitayama, Hisae	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Ebara Corp.	6361	Japan	29/03/2022	Elect Director	Elect Director Nagamine, Akihiko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
DAIKIN INDUSTRIES Ltd.	6367	Japan	29/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 110	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns with the level of the proposed dividend.
DAIKIN INDUSTRIES Ltd.	6367	Japan	29/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
DAIKIN INDUSTRIES Ltd.	6367	Japan	29/06/2022	Elect Director	Elect Director Inoue, Noriyuki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
DAIKIN INDUSTRIES Ltd.	6367	Japan	29/06/2022	Elect Director	Elect Director Mineno, Yoshihiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
DAIKIN INDUSTRIES Ltd.	6367	Japan	29/06/2022	Elect Director	Elect Director Kanwal Jeet Jawa	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
DAIKIN INDUSTRIES Ltd.	6367	Japan	29/06/2022	Elect Director	Elect Director Togawa, Masanori	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
DAIKIN INDUSTRIES Ltd.	6367	Japan	29/06/2022	Elect Director	Elect Director Kawada, Tatsuo	For	For	A vote FOR this nominee is warranted because: " The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
DAIKIN INDUSTRIES Ltd.	6367	Japan	29/06/2022	Elect Director	Elect Director Makino, Akiji	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
DAIKIN INDUSTRIES Ltd.	6367	Japan	29/06/2022	Elect Director	Elect Director Torii, Shingo	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
DAIKIN INDUSTRIES Ltd.	6367	Japan	29/06/2022	Elect Director	Elect Director Arai, Yuko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
DAIKIN INDUSTRIES Ltd.	6367	Japan	29/06/2022	Elect Director	Elect Director Tayano, Ken	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
DAIKIN INDUSTRIES Ltd.	6367	Japan	29/06/2022	Elect Director	Elect Director Minaka, Masatsugu	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
DAIKIN INDUSTRIES Ltd.	6367	Japan	29/06/2022	Elect Director	Elect Director Matsuzaki, Takashi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
DAIKIN INDUSTRIES Ltd.	6367	Japan	29/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Ono, Ichiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Daifuku Co., Ltd.	6383	Japan	24/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
Daifuku Co., Ltd.	6383	Japan	24/06/2022	Elect Director	Elect Director Geshiro, Hiroshi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Daifuku Co., Ltd.	6383	Japan	24/06/2022	Elect Director	Elect Director Honda, Shuichi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Daifuku Co., Ltd.	6383	Japan	24/06/2022	Elect Director	Elect Director Sato, Seiji	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Daifuku Co., Ltd.	6383	Japan	24/06/2022	Elect Director	Elect Director Hayashi, Toshiaki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Daifuku Co., Ltd.	6383	Japan	24/06/2022	Elect Director	Elect Director Nobuta, Hiroshi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Daifuku Co., Ltd.	6383	Japan	24/06/2022	Elect Director	Elect Director Ozawa, Yoshiaki	For	For	A vote FOR this nominee is warranted because: " The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Daifuku Co., Ltd.	6383	Japan	24/06/2022	Elect Director	Elect Director Sakai, Mineo	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Daifuku Co., Ltd.	6383	Japan	24/06/2022	Elect Director	Elect Director Kato, Kaku	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Daifuku Co., Ltd.	6383	Japan	24/06/2022	Elect Director	Elect Director Kaneko, Keiko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Daifuku Co., Ltd.	6383	Japan	24/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Saito, Tsukasa	For	For	A vote FOR this statutory auditor nominee is warranted because: " There are no particular concerns about the nominee.
Daifuku Co., Ltd.	6383	Japan	24/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Miyajima, Tsukasa	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Silergy Corp.	6415	Cayman Islands	27/05/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect WEI CHEN, with SHAREHOLDER NO.0000055, as Non-Independent Director	For	For	A vote FOR independent director nominees under Items 1.6-1.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 1.5 is warranted since Yong-Song Tsai is a non-independent non-executive director under Sustainability Advisory Services' classification even though he is considered by the company as an independent director. A vote AGAINST the non-independent director nominees under Items 1.3-1.4 is warranted because the independence level will be 28.57 percent under Sustainability Advisory Services classification, which does not meet the Sustainability Advisory Services minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 1.1-1.2 is warranted given their removal would be expected to have material negative impacts on shareholder value.
Silergy Corp.	6415	Cayman Islands	27/05/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect BUDONG YOU, with SHAREHOLDER NO.0000006, as Non-Independent Director	For	For	A vote FOR independent director nominees under Items 1.6-1.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 1.5 is warranted since Yong-Song Tsai is a non-independent non-executive director under Sustainability Advisory Services' classification even though he is considered by the company as an independent director. A vote AGAINST the non-independent director nominees under Items 1.3-1.4 is warranted because the independence level will be 28.57 percent under Sustainability Advisory Services classification, which does not meet the Sustainability Advisory Services minimum requirement of one-third. A vote FOR the non-independent director nominee under Items 1.1-1.2 is warranted given their removal would be expected to have material negative impacts on shareholder value.
Silergy Corp.	6415	Cayman Islands	27/05/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect JIUN-HUEI SHIH, with ID NO.A123828XXX, as Non-Independent Director	Against	Against	A vote FOR independent director nominees under Items 1.6-1.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 1.5 is warranted since Yong-Song Tsai is a non-independent non-executive director under Sustainability Advisory Services' classification even though he is considered by the company as an independent director. A vote AGAINST the non-independent director nominees under Items 1.3-1.4 is warranted because the independence level will be 28.57 percent under Sustainability Advisory Services classification, which does not meet the Sustainability Advisory Services minimum requirement of one-third. A vote FOR the non-independent director nominee under Items 1.1-1.2 is warranted given their removal would be expected to have material negative impacts on shareholder value.
Silergy Corp.	6415	Cayman Islands	27/05/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect SOPHIA TONG, with ID NO.Q202920XXX, as Non-Independent Director	Against	Against	A vote FOR independent director nominees under Items 1.6-1.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 1.5 is warranted since Yong-Song Tsai is a non-independent non-executive director under Sustainability Advisory Services' classification even though he is considered by the company as an independent director. A vote AGAINST the non-independent director nominees under Items 1.3-1.4 is warranted because the independence level will be 28.57 percent under Sustainability Advisory Services classification, which does not meet the Sustainability Advisory Services minimum requirement of one-third. A vote FOR the non-independent director nominee under Items 1.1-1.2 is warranted given their removal would be expected to have material negative impacts on shareholder value.
Silergy Corp.	6415	Cayman Islands	27/05/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect YONG-SONG TSAI, with ID NO.A104631XXX, as Independent Director	Against	Against	A vote FOR independent director nominees under Items 1.6-1.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 1.5 is warranted since Yong-Song Tsai is a non-independent non-executive director under Sustainability Advisory Services' classification even though he is considered by the company as an independent director. A vote AGAINST the non-independent director nominees under Items 1.3-1.4 is warranted because the independence level will be 28.57 percent under Sustainability Advisory Services classification, which does not meet the Sustainability Advisory Services minimum requirement of one-third. A vote FOR the non-independent director nominee under Items 1.1-1.2 is warranted given their removal would be expected to have material negative impacts on shareholder value.
Silergy Corp.	6415	Cayman Islands	27/05/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect HENRY KING, with ID NO.A123643XXX, as Independent Director	For	For	A vote FOR independent director nominees under Items 1.6-1.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 1.5 is warranted since Yong-Song Tsai is a non-independent non-executive director under Sustainability Advisory Services' classification even though he is considered by the company as an independent director. A vote AGAINST the non-independent director nominees under Items 1.3-1.4 is warranted because the independence level will be 28.57 percent under Sustainability Advisory Services classification, which does not meet the Sustainability Advisory Services minimum requirement of one-third. A vote FOR the non-independent director nominee under Items 1.1-1.2 is warranted given their removal would be expected to have material negative impacts on shareholder value.

Silergy Corp.	6415	Cayman Islands	27/05/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect JET Tsal, with ID NO.X120144XXX, as Independent Director	For	For	A vote FOR independent director nominees under Items 1.1-1.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 1.5 is warranted since Yang-Song Tsai is a non-independent non-executive director under Sustainability Advisory Services' classification even though he is considered by the company as an independent director. A vote AGAINST the non-independent director nominees under Items 1.3-1.4 is warranted because the independence level will be 28.57 percent under Sustainability Advisory Services classification, which does not meet the Sustainability Advisory Services minimum requirement of one-third. A vote FOR the non-independent director nominee under Items 1.1-1.2 is warranted given their removal would be expected to have material negative impacts on shareholder value.
Silergy Corp.	6415	Cayman Islands	27/05/2022	Accept Financial Statements and Statutory Reports	Approve Business Operations Report and Consolidated Financial Statements	For	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
Silergy Corp.	6415	Cayman Islands	27/05/2022	Approve Allocation of Income and Dividends	Approve Profit Distribution	For	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Silergy Corp.	6415	Cayman Islands	27/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles of Association	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature and to align company procedures with regulations.
Silergy Corp.	6415	Cayman Islands	27/05/2022	Amend Articles/Bylaws/Charter -- Organization-Related	Amend Procedures Governing the Acquisition or Disposal of Assets	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature and to align company procedures with regulations.
Silergy Corp.	6415	Cayman Islands	27/05/2022	Approve Restricted Stock Plan	Approve Issuance of Restricted Stocks	Against	Against	A vote AGAINST is warranted because there is lack of reasonable vesting period for Type A restricted stocks.
Silergy Corp.	6415	Cayman Islands	27/05/2022	Allow Directors to Engage in Commercial Transactions with the Company and/or Be Involved with Other Companies	Approve Release of Restrictions of Competitive Activities of Directors	For	For	A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.
Brother Industries, Ltd.	6448	Japan	20/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Amend Provisions on Director Titles	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Brother Industries, Ltd.	6448	Japan	20/06/2022	Elect Director	Elect Director Koike, Toshikazu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Brother Industries, Ltd.	6448	Japan	20/06/2022	Elect Director	Elect Director Hidaka, Naoki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Brother Industries, Ltd.	6448	Japan	20/06/2022	Elect Director	Elect Director Miyaki, Masahiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Brother Industries, Ltd.	6448	Japan	20/06/2022	Elect Director	Elect Director Sasaki, Ichiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Brother Industries, Ltd.	6448	Japan	20/06/2022	Elect Director	Elect Director Ishiguro, Tadashi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Brother Industries, Ltd.	6448	Japan	20/06/2022	Elect Director	Elect Director Ikeda, Kazufumi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Brother Industries, Ltd.	6448	Japan	20/06/2022	Elect Director	Elect Director Kuwabara, Satoru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Brother Industries, Ltd.	6448	Japan	20/06/2022	Elect Director	Elect Director Murakami, Taizo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Brother Industries, Ltd.	6448	Japan	20/06/2022	Elect Director	Elect Director Takeuchi, Keisuke	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Brother Industries, Ltd.	6448	Japan	20/06/2022	Elect Director	Elect Director Shirai, Aya	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Brother Industries, Ltd.	6448	Japan	20/06/2022	Elect Director	Elect Director Uchida, Kazunari	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Brother Industries, Ltd.	6448	Japan	20/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Ogawa, Kazuyuki	For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
Brother Industries, Ltd.	6448	Japan	20/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Yamada, Akira	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Brother Industries, Ltd.	6448	Japan	20/06/2022	Approve Annual Bonus Payment for Directors and Statutory Auditors	Approve Annual Bonus	For	For	A vote FOR the proposal is warranted because: * The total proposed amount of the bonuses is not excessively high.
Brother Industries, Ltd.	6448	Japan	20/06/2022	Approve/Amend Executive Incentive Bonus Plan	Approve Annual Bonus Ceiling for Directors	For	For	A vote FOR this proposal is warranted because: * The calculation methodology is disclosed. * The compensation committee adds some transparency in the board's compensation decision process.
Brother Industries, Ltd.	6448	Japan	20/06/2022	Approve Restricted Stock Plan	Approve Trust-Type Equity Compensation Plan	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
NSK Ltd.	6471	Japan	28/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
NSK Ltd.	6471	Japan	28/06/2022	Elect Director	Elect Director Uchiyama, Toshihiro	Against	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.
NSK Ltd.	6471	Japan	28/06/2022	Elect Director	Elect Director Ichi, Akitsugu	Against	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.
NSK Ltd.	6471	Japan	28/06/2022	Elect Director	Elect Director Nogami, Saimon	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NSK Ltd.	6471	Japan	28/06/2022	Elect Director	Elect Director Yamana, Kenichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NSK Ltd.	6471	Japan	28/06/2022	Elect Director	Elect Director Fujita, Yoshitaka	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NSK Ltd.	6471	Japan	28/06/2022	Elect Director	Elect Director Nagahama, Mitsuhiro	Against	Against	A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence.
NSK Ltd.	6471	Japan	28/06/2022	Elect Director	Elect Director Obara, Koichi	Against	Against	A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence.
NSK Ltd.	6471	Japan	28/06/2022	Elect Director	Elect Director Tsuda, Junji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NSK Ltd.	6471	Japan	28/06/2022	Elect Director	Elect Director Izumoto, Sayoko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
JTEKT Corp.	6473	Japan	28/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
JTEKT Corp.	6473	Japan	28/06/2022	Elect Director	Elect Director Sato, Kazuhiro	Against	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
JTEKT Corp.	6473	Japan	28/06/2022	Elect Director	Elect Director Matsumoto, Takumi	Against	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
JTEKT Corp.	6473	Japan	28/06/2022	Elect Director	Elect Director Yamanska, Koichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
JTEKT Corp.	6473	Japan	28/06/2022	Elect Director	Elect Director Okamoto, Iwao	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
JTEKT Corp.	6473	Japan	28/06/2022	Elect Director	Elect Director Uchiyama, Takeshi	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
JTEKT Corp.	6473	Japan	28/06/2022	Elect Director	Elect Director Kato, Yuichiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
JTEKT Corp.	6473	Japan	28/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Makino, Kazuhisa	For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
JTEKT Corp.	6473	Japan	28/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Sano, Makoto	For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
JTEKT Corp.	6473	Japan	28/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Matsui, Yasushi	Against	Against	A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.
JTEKT Corp.	6473	Japan	28/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Yufu, Setsuko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Minebea Mitsumi, Inc.	6479	Japan	29/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 18	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Minebea Mitsumi, Inc.	6479	Japan	29/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Minebea Mitsumi, Inc.	6479	Japan	29/06/2022	Elect Director	Elect Director Kainuma, Yoshihisa	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Minebea Mitsumi, Inc.	6479	Japan	29/06/2022	Elect Director	Elect Director Katase, Hirufumi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Minebea Mitsumi, Inc.	6479	Japan	29/06/2022	Elect Director	Elect Director Matsuoka, Takashi	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Minebea Mitsumi, Inc.	6479	Japan	29/06/2022	Elect Director	Elect Director Moribe, Shigeru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Minebea Mitsumi, Inc.	6479	Japan	29/06/2022	Elect Director	Elect Director Iwaya, Ryozo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Minebea Mitsumi, Inc.	6479	Japan	29/06/2022	Elect Director	Elect Director None, Shigeru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Minebea Mitsumi, Inc.	6479	Japan	29/06/2022	Elect Director	Elect Director Kagami, Michiya	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Minebea Mitsumi, Inc.	6479	Japan	29/06/2022	Elect Director	Elect Director Yoshida, Katsuhiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Minebea Mitsumi, Inc.	6479	Japan	29/06/2022	Elect Director	Elect Director Miyazaki, Yuko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Minebea Mitsumi, Inc.	6479	Japan	29/06/2022	Elect Director	Elect Director Matsumura, Atsuko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Minebea Mitsumi, Inc.	6479	Japan	29/06/2022	Elect Director	Elect Director Haga, Yuko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Minebea Mitsumi, Inc.	6479	Japan	29/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Shibasaki, Shinichiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
THK CO., LTD.	6481	Japan	19/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 39.5	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
THK CO., LTD.	6481	Japan	19/03/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
THK CO., LTD.	6481	Japan	19/03/2022	Elect Director	Elect Director Teramachi, Akhiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
THK CO., LTD.	6481	Japan	19/03/2022	Elect Director	Elect Director Teramachi, Toshihiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
THK CO., LTD.	6481	Japan	19/03/2022	Elect Director	Elect Director Imano, Hiroshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
THK CO., LTD.	6481	Japan	19/03/2022	Elect Director	Elect Director Teramachi, Takashi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
THK CO., LTD.	6481	Japan	19/03/2022	Elect Director	Elect Director Maiki, Nobuyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
THK CO., LTD.	6481	Japan	19/03/2022	Elect Director	Elect Director Shimomaki, Junji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
THK CO., LTD.	6481	Japan	19/03/2022	Elect Director	Elect Director Sakai, Junichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
THK CO., LTD.	6481	Japan	19/03/2022	Elect Director	Elect Director Kainosho, Masaaki	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful because outside directors are not required in the category of "directors who are not audit committee members."
THK CO., LTD.	6481	Japan	19/03/2022	Elect Director	Elect Director Kai, Junko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
THK CO., LTD.	6481	Japan	19/03/2022	Elect Director	Elect Director and Audit Committee Member Hioki, Masakatsu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
THK CO., LTD.	6481	Japan	19/03/2022	Elect Director	Elect Director and Audit Committee Member Omura, Tomitoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.

THK CO., LTD.	6481	Japan	19/03/2022	Elect Director	Elect Director and Audit Committee Member Ueda, Yoshiaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
THK CO., LTD.	6481	Japan	19/03/2022	Elect Alternate/Deputy Directors	Elect Alternate Director and Audit Committee Member Toriumi, Tetsuro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
THK CO., LTD.	6481	Japan	19/03/2022	Approve Restricted Stock Plan	Approve Restricted Stock Plan	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
GlobalWafers Co., Ltd.	6488	Taiwan	21/06/2022	Accept Financial Statements and Statutory Reports	Approve Business Operations Report, Financial Statements and Profit Distribution	For	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
GlobalWafers Co., Ltd.	6488	Taiwan	21/06/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Approve Amendments to Articles of Association	For	For	A vote FOR is warranted given that the amendments are mostly to align company procedures with regulations or based on operational needs.
GlobalWafers Co., Ltd.	6488	Taiwan	21/06/2022	Approve/Amend Regulations on General Meetings	Amend Rules and Procedures Regarding Shareholder's General Meeting	For	For	A vote FOR is warranted given that the amendments are mostly to align company procedures with regulations or based on operational needs.
GlobalWafers Co., Ltd.	6488	Taiwan	21/06/2022	Amend Articles/Bylaws/Charter -- Organization-Related	Amend Procedures Governing the Acquisition or Disposal of Assets	For	For	A vote FOR is warranted given that the amendments are mostly to align company procedures with regulations or based on operational needs.
GlobalWafers Co., Ltd.	6488	Taiwan	21/06/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Approve Issuance of Shares Through Public Offering to Fund Working Capital	For	For	A vote FOR is warranted because the company has well demonstrated its needs for funds.
Hitachi Ltd.	6501	Japan	22/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Hitachi Ltd.	6501	Japan	22/06/2022	Amend Articles to: (Japan)	Amend Articles to Allow Virtual Only Shareholder Meetings	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Hitachi Ltd.	6501	Japan	22/06/2022	Elect Director	Elect Director Ihara, Katsumi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hitachi Ltd.	6501	Japan	22/06/2022	Elect Director	Elect Director Kojima, Keiji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hitachi Ltd.	6501	Japan	22/06/2022	Elect Director	Elect Director Seki, Hideaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hitachi Ltd.	6501	Japan	22/06/2022	Elect Director	Elect Director Higashihara, Toshiaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hitachi Ltd.	6501	Japan	22/06/2022	Elect Director	Elect Director Ravi Venkatesan	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hitachi Ltd.	6501	Japan	22/06/2022	Elect Director	Elect Director Cynthia Carroll	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hitachi Ltd.	6501	Japan	22/06/2022	Elect Director	Elect Director Sugawara, Ikuo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hitachi Ltd.	6501	Japan	22/06/2022	Elect Director	Elect Director Joe Harlan	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hitachi Ltd.	6501	Japan	22/06/2022	Elect Director	Elect Director Louise Pentland	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hitachi Ltd.	6501	Japan	22/06/2022	Elect Director	Elect Director Yamamoto, Takatoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hitachi Ltd.	6501	Japan	22/06/2022	Elect Director	Elect Director Yoshihara, Hiroaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hitachi Ltd.	6501	Japan	22/06/2022	Elect Director	Elect Director Helmut Ludwig	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
YASKAWA Electric Corp.	6506	Japan	26/05/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
YASKAWA Electric Corp.	6506	Japan	26/05/2022	Elect Director	Elect Director Ogasawara, Hiroshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
YASKAWA Electric Corp.	6506	Japan	26/05/2022	Elect Director	Elect Director Murakami, Shuji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
YASKAWA Electric Corp.	6506	Japan	26/05/2022	Elect Director	Elect Director Ogawa, Masahiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
YASKAWA Electric Corp.	6506	Japan	26/05/2022	Elect Director	Elect Director Minami, Yoshikatsu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
YASKAWA Electric Corp.	6506	Japan	26/05/2022	Elect Director	Elect Director Kumagae, Akira	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
YASKAWA Electric Corp.	6506	Japan	26/05/2022	Elect Director	Elect Director Morikawa, Yasuhiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
YASKAWA Electric Corp.	6506	Japan	26/05/2022	Elect Director	Elect Director Kato, Yuichiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
YASKAWA Electric Corp.	6506	Japan	26/05/2022	Elect Director	Elect Director and Audit Committee Member Sasaki, Junko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
YASKAWA Electric Corp.	6506	Japan	26/05/2022	Elect Director	Elect Director and Audit Committee Member Matsushashi, Kaori	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
RPA Holdings, Inc.	6572	Japan	27/05/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	Against	Against	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
RPA Holdings, Inc.	6572	Japan	27/05/2022	Elect Director	Elect Director Takahashi, Tomomichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
RPA Holdings, Inc.	6572	Japan	27/05/2022	Elect Director	Elect Director Osumi, Nobuyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
RPA Holdings, Inc.	6572	Japan	27/05/2022	Elect Director	Elect Director Matsui, Satoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
RPA Holdings, Inc.	6572	Japan	27/05/2022	Elect Director	Elect Director Nishiki, Takashi	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful because outside directors are not required in the category of "directors who are not audit committee members."
RPA Holdings, Inc.	6572	Japan	27/05/2022	Elect Director	Elect Director and Audit Committee Member Masuda, Yoshihiko	Against	Against	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.
RPA Holdings, Inc.	6572	Japan	27/05/2022	Elect Director	Elect Director and Audit Committee Member Nagai, Eitichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
RPA Holdings, Inc.	6572	Japan	27/05/2022	Elect Director	Elect Director and Audit Committee Member Takahashi, Hideaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
RPA Holdings, Inc.	6572	Japan	27/05/2022	Elect Director	Elect Director and Audit Committee Member Yokoyama, Miho	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
RPA Holdings, Inc.	6572	Japan	27/05/2022	Approve Restricted Stock Plan	Approve Restricted Stock Plan	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
RPA Holdings, Inc.	6572	Japan	27/05/2022	Approve Restricted Stock Plan	Approve Restricted Stock Plan	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Makita Corp.	6586	Japan	28/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 62	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Makita Corp.	6586	Japan	28/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Makita Corp.	6586	Japan	28/06/2022	Elect Director	Elect Director Goto, Masahiko	Against	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
Makita Corp.	6586	Japan	28/06/2022	Elect Director	Elect Director Sugino, Masahiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Makita Corp.	6586	Japan	28/06/2022	Elect Director	Elect Director Iwase, Takahiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Makita Corp.	6586	Japan	28/06/2022	Elect Director	Elect Director Goto, Munetoshi	Against	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
Makita Corp.	6586	Japan	28/06/2022	Elect Director	Elect Director Tomita, Shinichiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Makita Corp.	6586	Japan	28/06/2022	Elect Director	Elect Director Kaneko, Tetsuhisa	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Makita Corp.	6586	Japan	28/06/2022	Elect Director	Elect Director Ota, Tomoyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Makita Corp.	6586	Japan	28/06/2022	Elect Director	Elect Director Tsuchiya, Takashi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Makita Corp.	6586	Japan	28/06/2022	Elect Director	Elect Director Yoshida, Masaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Makita Corp.	6586	Japan	28/06/2022	Elect Director	Elect Director Omote, Takashi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Makita Corp.	6586	Japan	28/06/2022	Elect Director	Elect Director Otsu, Yukihiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Makita Corp.	6586	Japan	28/06/2022	Approve Annual Bonus Payment for Directors and Statutory Auditors	Approve Annual Bonus	For	For	A vote FOR the proposal is warranted because: * The total proposed amount of the bonuses is not excessively high.
NIDEC Corp.	6594	Japan	17/06/2022	Amend Articles to: (Japan)	Amend Articles to Change Company Name - Clarify Director Authority on Shareholder Meetings - Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
NIDEC Corp.	6594	Japan	17/06/2022	Elect Director	Elect Director Nagamori, Shigenobu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NIDEC Corp.	6594	Japan	17/06/2022	Elect Director	Elect Director Koba, Hiroshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NIDEC Corp.	6594	Japan	17/06/2022	Elect Director	Elect Director Seki, Jun	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NIDEC Corp.	6594	Japan	17/06/2022	Elect Director	Elect Director Sato, Shinichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NIDEC Corp.	6594	Japan	17/06/2022	Elect Director	Elect Director Komatsu, Yayoi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NIDEC Corp.	6594	Japan	17/06/2022	Elect Director	Elect Director Sakai, Takako	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NIDEC Corp.	6594	Japan	17/06/2022	Elect Director	Elect Director and Audit Committee Member Murakami, Kazuya	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NIDEC Corp.	6594	Japan	17/06/2022	Elect Director	Elect Director and Audit Committee Member Ochiai, Hiroyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NIDEC Corp.	6594	Japan	17/06/2022	Elect Director	Elect Director and Audit Committee Member Nakane, Takeshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NIDEC Corp.	6594	Japan	17/06/2022	Elect Director	Elect Director and Audit Committee Member Yamada, Aya	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NIDEC Corp.	6594	Japan	17/06/2022	Elect Director	Elect Director and Audit Committee Member Akamatsu, Tamame	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NIDEC Corp.	6594	Japan	17/06/2022	Elect Alternate/Deputy Directors	Elect Alternate Director and Audit Committee Member Watanabe, Junko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
OMRON Corp.	6645	Japan	23/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 46	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
OMRON Corp.	6645	Japan	23/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
OMRON Corp.	6645	Japan	23/06/2022	Elect Director	Elect Director Tateishi, Fumio	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
OMRON Corp.	6645	Japan	23/06/2022	Elect Director	Elect Director Yamada, Yoshihito	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
OMRON Corp.	6645	Japan	23/06/2022	Elect Director	Elect Director Miyata, Kichiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
OMRON Corp.	6645	Japan	23/06/2022	Elect Director	Elect Director Nitto, Koji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
OMRON Corp.	6645	Japan	23/06/2022	Elect Director	Elect Director Ando, Saotome	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
OMRON Corp.	6645	Japan	23/06/2022	Elect Director	Elect Director Kamigama, Takehiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
OMRON Corp.	6645	Japan	23/06/2022	Elect Director	Elect Director Kobayashi, Izuho	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
OMRON Corp.	6645	Japan	23/06/2022	Elect Director	Elect Director Suzuki, Yoshitsa	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
OMRON Corp.	6645	Japan	23/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Watanabe, Toru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Renesas Electronics Corp.	6723	Japan	30/03/2022	Amend Articles to: (Japan)	Amend Articles to Allow Virtual Only Shareholder Meetings	Against	Against	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language in the articles fails to specify situations under which virtual meetings will be held.
Renesas Electronics Corp.	6723	Japan	30/03/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.

Renesas Electronics Corp.	6723	Japan	30/03/2022	Elect Director	Elect Director Shibata, Hidetoshi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Renesas Electronics Corp.	6723	Japan	30/03/2022	Elect Director	Elect Director Iwasaki, Jiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Renesas Electronics Corp.	6723	Japan	30/03/2022	Elect Director	Elect Director Selena Loh Lacroix	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Renesas Electronics Corp.	6723	Japan	30/03/2022	Elect Director	Elect Director Arunaji Mittal	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Renesas Electronics Corp.	6723	Japan	30/03/2022	Elect Director	Elect Director Yamamoto, Noboru	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Renesas Electronics Corp.	6723	Japan	30/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Yamazaki, Kazuyoshi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Renesas Electronics Corp.	6723	Japan	30/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Miyama, Miya	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Seiko Epson Corp.	6724	Japan	28/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 31	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns with the level of the proposed dividend.
Seiko Epson Corp.	6724	Japan	28/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	Against	Against	A vote AGAINST this proposal is warranted because: " The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
Seiko Epson Corp.	6724	Japan	28/06/2022	Elect Director	Elect Director Usui, Minoru	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Seiko Epson Corp.	6724	Japan	28/06/2022	Elect Director	Elect Director Ogawa, Yasunori	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Seiko Epson Corp.	6724	Japan	28/06/2022	Elect Director	Elect Director Kubota, Koichi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Seiko Epson Corp.	6724	Japan	28/06/2022	Elect Director	Elect Director Seki, Tatsuki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Seiko Epson Corp.	6724	Japan	28/06/2022	Elect Director	Elect Director Omiya, Hideaki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Seiko Epson Corp.	6724	Japan	28/06/2022	Elect Director	Elect Director Matsunaga, Mari	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Seiko Epson Corp.	6724	Japan	28/06/2022	Elect Director	Elect Director and Audit Committee Member Kawana, Masayuki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Seiko Epson Corp.	6724	Japan	28/06/2022	Elect Director	Elect Director and Audit Committee Member Shirai, Yoshio	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Seiko Epson Corp.	6724	Japan	28/06/2022	Elect Director	Elect Director and Audit Committee Member Murakoshi, Susumu	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Seiko Epson Corp.	6724	Japan	28/06/2022	Elect Director	Elect Director and Audit Committee Member Otsuka, Michiko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Seiko Epson Corp.	6724	Japan	28/06/2022	Approve Annual Bonus Payment for Directors and Statutory Auditors	Approve Annual Bonus	For	For	A vote FOR the proposal is warranted because: " The total proposed amount of the bonuses is not excessively high.
Seiko Epson Corp.	6724	Japan	28/06/2022	Approve Restricted Stock Plan	Approve Restricted Stock Plan	For	For	A vote FOR this proposal is warranted because: " This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Panasonic Holdings Corp.	6752	Japan	23/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings - Indemnify Directors - Indemnify Statutory Auditors	Against	Against	A vote AGAINST this proposal is warranted because: " The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
Panasonic Holdings Corp.	6752	Japan	23/06/2022	Elect Director	Elect Director Tsuga, Kazuhiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Panasonic Holdings Corp.	6752	Japan	23/06/2022	Elect Director	Elect Director Umeda, Hirokazu	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Panasonic Holdings Corp.	6752	Japan	23/06/2022	Elect Director	Elect Director Miyabe, Yoshiyuki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Panasonic Holdings Corp.	6752	Japan	23/06/2022	Elect Director	Elect Director Shotoku, Ayako	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Panasonic Holdings Corp.	6752	Japan	23/06/2022	Elect Director	Elect Director Kusumi, Yuki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Panasonic Holdings Corp.	6752	Japan	23/06/2022	Elect Director	Elect Director Homma, Tetsuro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Panasonic Holdings Corp.	6752	Japan	23/06/2022	Elect Director	Elect Director Sato, Mototsugu	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Panasonic Holdings Corp.	6752	Japan	23/06/2022	Elect Director	Elect Director Matsui, Shinobu	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Panasonic Holdings Corp.	6752	Japan	23/06/2022	Elect Director	Elect Director Noji, Kunio	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Panasonic Holdings Corp.	6752	Japan	23/06/2022	Elect Director	Elect Director Sawada, Michitaka	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Panasonic Holdings Corp.	6752	Japan	23/06/2022	Elect Director	Elect Director Toyama, Kazuhiko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Panasonic Holdings Corp.	6752	Japan	23/06/2022	Elect Director	Elect Director Tsutsui, Yoshinobu	For	For	A vote FOR this nominee is warranted because: " The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Panasonic Holdings Corp.	6752	Japan	23/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Eto, Akihiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Panasonic Holdings Corp.	6752	Japan	23/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Nakamura, Akhiko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sharp Corp.	6753	Japan	23/06/2022	Elect Director	Elect Director Po-Hsuan Wu	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sharp Corp.	6753	Japan	23/06/2022	Elect Director	Elect Director Ohtsu, Masahiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sharp Corp.	6753	Japan	23/06/2022	Elect Director	Elect Director Ting-Chen Hsu	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sharp Corp.	6753	Japan	23/06/2022	Elect Director	Elect Director Wnag Zhen Wei	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sharp Corp.	6753	Japan	23/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
Sony Group Corp.	6758	Japan	28/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
Sony Group Corp.	6758	Japan	28/06/2022	Elect Director	Elect Director Yoshida, Kenichiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sony Group Corp.	6758	Japan	28/06/2022	Elect Director	Elect Director Joseph A. Kraft Jr	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sony Group Corp.	6758	Japan	28/06/2022	Elect Director	Elect Director Totoki, Hiroki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sony Group Corp.	6758	Japan	28/06/2022	Elect Director	Elect Director Sumi, Shuzo	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sony Group Corp.	6758	Japan	28/06/2022	Elect Director	Elect Director Tim Schaaff	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sony Group Corp.	6758	Japan	28/06/2022	Elect Director	Elect Director Oka, Toshiko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sony Group Corp.	6758	Japan	28/06/2022	Elect Director	Elect Director Akiyama, Sakie	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sony Group Corp.	6758	Japan	28/06/2022	Elect Director	Elect Director Wendy Becker	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sony Group Corp.	6758	Japan	28/06/2022	Elect Director	Elect Director Hatanaka, Yoshihiko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sony Group Corp.	6758	Japan	28/06/2022	Elect Director	Elect Director Kishigami, Keiko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Sony Group Corp.	6758	Japan	28/06/2022	Approve Executive Share Option Plan	Approve Stock Option Plan	For	For	A vote FOR this stock option plan is warranted because: " This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
TDK Corp.	6762	Japan	24/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 45	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns with the level of the proposed dividend.
TDK Corp.	6762	Japan	24/06/2022	Elect Director	Elect Director Sato, Noboru	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
TDK Corp.	6762	Japan	24/06/2022	Elect Director	Elect Director Yamanishi, Tetsuji	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
TDK Corp.	6762	Japan	24/06/2022	Elect Director	Elect Director Ishiguro, Shigenao	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
TDK Corp.	6762	Japan	24/06/2022	Elect Director	Elect Director Sato, Shigeki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
TDK Corp.	6762	Japan	24/06/2022	Elect Director	Elect Director Nakayama, Kouze	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
TDK Corp.	6762	Japan	24/06/2022	Elect Director	Elect Director Iwai, Mutsuo	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
TDK Corp.	6762	Japan	24/06/2022	Elect Director	Elect Director Yamana, Shoei	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
TDK Corp.	6762	Japan	24/06/2022	Amend Articles to: (Japan)	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
HIROSE ELECTRIC CO., LTD.	6806	Japan	23/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 280	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns with the level of the proposed dividend.
HIROSE ELECTRIC CO., LTD.	6806	Japan	23/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
HIROSE ELECTRIC CO., LTD.	6806	Japan	23/06/2022	Elect Director	Elect Director Ishii, Kazunori	Against	Against	A vote AGAINST this nominee is warranted because: " The nominee is an incumbent representative director and there is a lack of diversity on the board.
HIROSE ELECTRIC CO., LTD.	6806	Japan	23/06/2022	Elect Director	Elect Director Nishimatsu, Masanori	For	For	A vote FOR this nominee is warranted because: " The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful because outside directors are not required in the category of "directors who are not audit committee members."
HIROSE ELECTRIC CO., LTD.	6806	Japan	23/06/2022	Elect Director	Elect Director Nakamura, Mitsuo	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
HIROSE ELECTRIC CO., LTD.	6806	Japan	23/06/2022	Elect Director	Elect Director Kiriyu, Yukio	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
HIROSE ELECTRIC CO., LTD.	6806	Japan	23/06/2022	Elect Director	Elect Director Sato, Hiroshi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
HIROSE ELECTRIC CO., LTD.	6806	Japan	23/06/2022	Elect Director	Elect Director Kamagata, Shin	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
HIROSE ELECTRIC CO., LTD.	6806	Japan	23/06/2022	Elect Director	Elect Director Inasaka, Jun	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
HIROSE ELECTRIC CO., LTD.	6806	Japan	23/06/2022	Elect Director	Elect Director Sang-Yeob Lee	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
HIROSE ELECTRIC CO., LTD.	6806	Japan	23/06/2022	Elect Director	Elect Director Hotta, Kensuke	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
HIROSE ELECTRIC CO., LTD.	6806	Japan	23/06/2022	Elect Director	Elect Director Motonaga, Tetsuji	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Yokogawa Electric Corp.	6841	Japan	22/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 17	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns with the level of the proposed dividend.
Yokogawa Electric Corp.	6841	Japan	22/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
Yokogawa Electric Corp.	6841	Japan	22/06/2022	Elect Director	Elect Director Nishijima, Takashi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Yokogawa Electric Corp.	6841	Japan	22/06/2022	Elect Director	Elect Director Nara, Hitoshi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Yokogawa Electric Corp.	6841	Japan	22/06/2022	Elect Director	Elect Director Anabuki, Junichi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Yokogawa Electric Corp.	6841	Japan	22/06/2022	Elect Director	Elect Director Dai, Yu	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Yokogawa Electric Corp.	6841	Japan	22/06/2022	Elect Director	Elect Director Seki, Nobuo	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Yokogawa Electric Corp.	6841	Japan	22/06/2022	Elect Director	Elect Director Sugata, Shiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Yokogawa Electric Corp.	6841	Japan	22/06/2022	Elect Director	Elect Director Uchida, Akira	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Yokogawa Electric Corp.	6841	Japan	22/06/2022	Elect Director	Elect Director Urano, Kuniko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Yokogawa Electric Corp.	6841	Japan	22/06/2022	Elect Director	Elect Director Hirano, Takuya	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.

Yokogawa Electric Corp.	6841	Japan	22/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Osawa, Makoto	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Advantest Corp.	6857	Japan	24/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Remove All Provisions on Advisory Positions	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Advantest Corp.	6857	Japan	24/06/2022	Elect Director	Elect Director Yoshida, Yoshiaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Advantest Corp.	6857	Japan	24/06/2022	Elect Director	Elect Director Karatsu, Osamu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Advantest Corp.	6857	Japan	24/06/2022	Elect Director	Elect Director Uraya, Toshihito	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Advantest Corp.	6857	Japan	24/06/2022	Elect Director	Elect Director Nishiyama, Tetsuo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Advantest Corp.	6857	Japan	24/06/2022	Elect Director	Elect Director Tsukakoshi, Saichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Advantest Corp.	6857	Japan	24/06/2022	Elect Director	Elect Director Fujita, Atsushi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Advantest Corp.	6857	Japan	24/06/2022	Elect Director	Elect Director Tsukui, Koichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Advantest Corp.	6857	Japan	24/06/2022	Elect Director	Elect Director Douglas Lefevre	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Advantest Corp.	6857	Japan	24/06/2022	Elect Director	Elect Director and Audit Committee Member Sumida, Sayaka	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
KEYENCE Corp.	6861	Japan	10/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 100	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
KEYENCE Corp.	6861	Japan	10/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
KEYENCE Corp.	6861	Japan	10/06/2022	Elect Director	Elect Director Takizaki, Takemitsu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
KEYENCE Corp.	6861	Japan	10/06/2022	Elect Director	Elect Director Nakata, Yu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
KEYENCE Corp.	6861	Japan	10/06/2022	Elect Director	Elect Director Yamaguchi, Akiji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
KEYENCE Corp.	6861	Japan	10/06/2022	Elect Director	Elect Director Miki, Masayuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
KEYENCE Corp.	6861	Japan	10/06/2022	Elect Director	Elect Director Yamamoto, Hiroaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
KEYENCE Corp.	6861	Japan	10/06/2022	Elect Director	Elect Director Yamamoto, Akinori	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
KEYENCE Corp.	6861	Japan	10/06/2022	Elect Director	Elect Director Taniguchi, Seichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
KEYENCE Corp.	6861	Japan	10/06/2022	Elect Director	Elect Director Suenaga, Kumiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
KEYENCE Corp.	6861	Japan	10/06/2022	Elect Director	Elect Director Yoshioka, Michifumi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
KEYENCE Corp.	6861	Japan	10/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Yamamoto, Masaharu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
KEYENCE Corp.	6861	Japan	10/06/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Compensation Ceiling for Directors	For	For	A vote FOR this proposal is warranted because: * Financial performance does not imply that the company has failed to conduct business in the interests of shareholders. * The size of the proposed ceiling cannot be regarded as excessively high.
Sysmex Corp.	6869	Japan	24/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 39	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Sysmex Corp.	6869	Japan	24/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Sysmex Corp.	6869	Japan	24/06/2022	Elect Director	Elect Director Ietsugu, Hisashi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sysmex Corp.	6869	Japan	24/06/2022	Elect Director	Elect Director Asano, Kaoru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sysmex Corp.	6869	Japan	24/06/2022	Elect Director	Elect Director Tachibana, Kenji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sysmex Corp.	6869	Japan	24/06/2022	Elect Director	Elect Director Matsui, Iwane	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sysmex Corp.	6869	Japan	24/06/2022	Elect Director	Elect Director Kanda, Hiroshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sysmex Corp.	6869	Japan	24/06/2022	Elect Director	Elect Director Yoshida, Tomokazu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sysmex Corp.	6869	Japan	24/06/2022	Elect Director	Elect Director Takahashi, Masayo	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful because outside directors are not required in the category of "directors who are not audit committee members."
Sysmex Corp.	6869	Japan	24/06/2022	Elect Director	Elect Director Ota, Kazuo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sysmex Corp.	6869	Japan	24/06/2022	Elect Director	Elect Director Fukumoto, Hidekazu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sysmex Corp.	6869	Japan	24/06/2022	Elect Director	Elect Director and Audit Committee Member Aramaki, Tomo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sysmex Corp.	6869	Japan	24/06/2022	Elect Director	Elect Director and Audit Committee Member Hashimoto, Kazumasa	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sysmex Corp.	6869	Japan	24/06/2022	Elect Director	Elect Director and Audit Committee Member Iwasa, Michihide	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
DENSO Corp.	6902	Japan	21/06/2022	Amend Articles to: (Japan)	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
DENSO Corp.	6902	Japan	21/06/2022	Elect Director	Elect Director Arima, Koji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
DENSO Corp.	6902	Japan	21/06/2022	Elect Director	Elect Director Shinohara, Yukihiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
DENSO Corp.	6902	Japan	21/06/2022	Elect Director	Elect Director Ito, Kenichiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
DENSO Corp.	6902	Japan	21/06/2022	Elect Director	Elect Director Matsui, Yasushi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
DENSO Corp.	6902	Japan	21/06/2022	Elect Director	Elect Director Toyoda, Akio	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
DENSO Corp.	6902	Japan	21/06/2022	Elect Director	Elect Director Kushiida, Shigeki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
DENSO Corp.	6902	Japan	21/06/2022	Elect Director	Elect Director Mitsuya, Yuko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
DENSO Corp.	6902	Japan	21/06/2022	Elect Director	Elect Director Joseph P. Schmelzeis, Jr	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
DENSO Corp.	6902	Japan	21/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Kitagawa, Hiromi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Stanley Electric Co., Ltd.	6923	Japan	28/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Amend Provisions on Number of Directors	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Stanley Electric Co., Ltd.	6923	Japan	28/06/2022	Elect Director	Elect Director Kaizumi, Yasuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Stanley Electric Co., Ltd.	6923	Japan	28/06/2022	Elect Director	Elect Director Suzuki, Satoko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Stanley Electric Co., Ltd.	6923	Japan	28/06/2022	Elect Director	Elect Director Tanabe, Toru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Stanley Electric Co., Ltd.	6923	Japan	28/06/2022	Elect Director	Elect Director Ueda, Keisuke	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Stanley Electric Co., Ltd.	6923	Japan	28/06/2022	Elect Director	Elect Director Tomeoka, Tatsuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Stanley Electric Co., Ltd.	6923	Japan	28/06/2022	Elect Director	Elect Director Mori, Masakatsu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Stanley Electric Co., Ltd.	6923	Japan	28/06/2022	Elect Director	Elect Director Kono, Hirokazu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Stanley Electric Co., Ltd.	6923	Japan	28/06/2022	Elect Director	Elect Director Takeda, Yozo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Stanley Electric Co., Ltd.	6923	Japan	28/06/2022	Elect Director	Elect Director Oki, Satoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Stanley Electric Co., Ltd.	6923	Japan	28/06/2022	Elect Director	Elect Director Takano, Kazuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Stanley Electric Co., Ltd.	6923	Japan	28/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Amritani, Mitsuhiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Casio Computer Co., Ltd.	6952	Japan	29/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 22.5	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Casio Computer Co., Ltd.	6952	Japan	29/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Casio Computer Co., Ltd.	6952	Japan	29/06/2022	Elect Director	Elect Director Kashio, Kazuhiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Casio Computer Co., Ltd.	6952	Japan	29/06/2022	Elect Director	Elect Director Nakayama, Jin	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Casio Computer Co., Ltd.	6952	Japan	29/06/2022	Elect Director	Elect Director Takano, Shin	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Casio Computer Co., Ltd.	6952	Japan	29/06/2022	Elect Director	Elect Director Kashio, Tetsuo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Casio Computer Co., Ltd.	6952	Japan	29/06/2022	Elect Director	Elect Director Yamagishi, Toshiyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Casio Computer Co., Ltd.	6952	Japan	29/06/2022	Elect Director	Elect Director Ozaki, Motoki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Casio Computer Co., Ltd.	6952	Japan	29/06/2022	Elect Alternate/Deputy Directors	Elect Alternate Director and Audit Committee Member Ijuin, Kunimitsu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
FANUC Corp.	6954	Japan	29/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 239.68	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
FANUC Corp.	6954	Japan	29/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
FANUC Corp.	6954	Japan	29/06/2022	Elect Director	Elect Director Inaba, Yoshiharu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
FANUC Corp.	6954	Japan	29/06/2022	Elect Director	Elect Director Yamaguchi, Kenji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
FANUC Corp.	6954	Japan	29/06/2022	Elect Director	Elect Director Michael J. Cicco	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
FANUC Corp.	6954	Japan	29/06/2022	Elect Director	Elect Director Tsukuda, Kazuo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
FANUC Corp.	6954	Japan	29/06/2022	Elect Director	Elect Director Yamazaki, Naoko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
FANUC Corp.	6954	Japan	29/06/2022	Elect Director	Elect Director Uozumi, Hiroto	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
FANUC Corp.	6954	Japan	29/06/2022	Elect Alternate/Deputy Directors	Elect Alternate Director and Audit Committee Member Yamazaki, Naoko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ROHM Co., Ltd.	6963	Japan	24/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 110	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
ROHM Co., Ltd.	6963	Japan	24/06/2022	Amend Articles to: (Japan)	Amend Articles to Clarify Director Authority on Shareholder Meetings - Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings - Amend Provisions on Director Titles - Clarify Director Authority on Board Meetings	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
ROHM Co., Ltd.	6963	Japan	24/06/2022	Elect Director	Elect Director Matsumoto, Isao	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ROHM Co., Ltd.	6963	Japan	24/06/2022	Elect Director	Elect Director Azuma, Katsumi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ROHM Co., Ltd.	6963	Japan	24/06/2022	Elect Director	Elect Director Ino, Kazuhide	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ROHM Co., Ltd.	6963	Japan	24/06/2022	Elect Director	Elect Director Tateishi, Tetsuo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ROHM Co., Ltd.	6963	Japan	24/06/2022	Elect Director	Elect Director Yamamoto, Koji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ROHM Co., Ltd.	6963	Japan	24/06/2022	Elect Director	Elect Director Nagumo, Tadanobu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ROHM Co., Ltd.	6963	Japan	24/06/2022	Elect Director	Elect Director Peter Kenevan	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ROHM Co., Ltd.	6963	Japan	24/06/2022	Elect Director	Elect Director Muramatsu, Kuniko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.

ROHM Co., Ltd.	6963	Japan	24/06/2022	Approve Restricted Stock Plan	Approve Restricted Stock Plan	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Shinko Electric Industries Co., Ltd.	6967	Japan	28/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 27.5	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Shinko Electric Industries Co., Ltd.	6967	Japan	28/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Shinko Electric Industries Co., Ltd.	6967	Japan	28/06/2022	Elect Director	Elect Director Fujita, Masami	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shinko Electric Industries Co., Ltd.	6967	Japan	28/06/2022	Elect Director	Elect Director Kurashima, Susumu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shinko Electric Industries Co., Ltd.	6967	Japan	28/06/2022	Elect Director	Elect Director Makino, Yasuhisa	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shinko Electric Industries Co., Ltd.	6967	Japan	28/06/2022	Elect Director	Elect Director Ozawa, Takashi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shinko Electric Industries Co., Ltd.	6967	Japan	28/06/2022	Elect Director	Elect Director Nimi, Jun	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shinko Electric Industries Co., Ltd.	6967	Japan	28/06/2022	Elect Director	Elect Director and Audit Committee Member Ito, Akihiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shinko Electric Industries Co., Ltd.	6967	Japan	28/06/2022	Elect Director	Elect Director and Audit Committee Member Araki, Namiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shinko Electric Industries Co., Ltd.	6967	Japan	28/06/2022	Elect Director	Elect Director and Audit Committee Member Kobayashi, Kunikazu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shinko Electric Industries Co., Ltd.	6967	Japan	28/06/2022	Approve Annual Bonus Payment for Directors and Statutory Auditors	Approve Annual Bonus	For	For	A vote FOR the proposal is warranted because: * The total proposed amount of the bonuses is not excessively high.
Shinko Electric Industries Co., Ltd.	6967	Japan	28/06/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For	A vote FOR this proposal is warranted because: * The increase is intended to introduce/increase performance-based pay. * The size of the proposed ceiling cannot be regarded as excessively high.
Shinko Electric Industries Co., Ltd.	6967	Japan	28/06/2022	Approve Restricted Stock Plan	Approve Restricted Stock Plan	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Kyocera Corp.	6971	Japan	28/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 90	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Kyocera Corp.	6971	Japan	28/06/2022	Amend Articles to: (Japan)	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Kyocera Corp.	6971	Japan	28/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Nishimura, Yushi	For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
Kyocera Corp.	6971	Japan	28/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Kida, Minoru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Taiyo Yuden Co., Ltd.	6976	Japan	29/06/2022	Approve Allocation of Income, with a Final Dividend of JPY 40	Approve Allocation of Income, with a Final Dividend of JPY 40	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Taiyo Yuden Co., Ltd.	6976	Japan	29/06/2022	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Taiyo Yuden Co., Ltd.	6976	Japan	29/06/2022	Elect Director	Elect Director Tosaka, Shoichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Taiyo Yuden Co., Ltd.	6976	Japan	29/06/2022	Elect Director	Elect Director Masuyama, Shinji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Taiyo Yuden Co., Ltd.	6976	Japan	29/06/2022	Elect Director	Elect Director Sase, Katsuya	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Taiyo Yuden Co., Ltd.	6976	Japan	29/06/2022	Elect Director	Elect Director Fukuda, Tomomitsu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Taiyo Yuden Co., Ltd.	6976	Japan	29/06/2022	Elect Director	Elect Director Hirawa, Masashi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Taiyo Yuden Co., Ltd.	6976	Japan	29/06/2022	Elect Director	Elect Director Koike, Seichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Taiyo Yuden Co., Ltd.	6976	Japan	29/06/2022	Elect Director	Elect Director Hamada, Emiko	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Taiyo Yuden Co., Ltd.	6976	Japan	29/06/2022	Approve Restricted Stock Plan	Approve Deep Discount Stock Option Plan	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Murata Manufacturing Co. Ltd.	6981	Japan	29/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 70	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Murata Manufacturing Co. Ltd.	6981	Japan	29/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Amend Provisions on Number of Directors	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Murata Manufacturing Co. Ltd.	6981	Japan	29/06/2022	Elect Director	Elect Director Murata, Tsunoe	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Murata Manufacturing Co. Ltd.	6981	Japan	29/06/2022	Elect Director	Elect Director Nakajima, Norio	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Murata Manufacturing Co. Ltd.	6981	Japan	29/06/2022	Elect Director	Elect Director watsubo, Hiroshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Murata Manufacturing Co. Ltd.	6981	Japan	29/06/2022	Elect Director	Elect Director Minamide, Masanori	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Murata Manufacturing Co. Ltd.	6981	Japan	29/06/2022	Elect Director	Elect Director Yasuda, Yuko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Murata Manufacturing Co. Ltd.	6981	Japan	29/06/2022	Elect Director	Elect Director Nishijima, Takashi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Murata Manufacturing Co. Ltd.	6981	Japan	29/06/2022	Elect Director	Elect Director and Audit Committee Member Ozawa, Yoshiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Murata Manufacturing Co. Ltd.	6981	Japan	29/06/2022	Elect Director	Elect Director and Audit Committee Member Kamabayashi, Hiyo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Murata Manufacturing Co. Ltd.	6981	Japan	29/06/2022	Elect Director	Elect Director and Audit Committee Member Yamamoto, Takatoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Murata Manufacturing Co. Ltd.	6981	Japan	29/06/2022	Elect Director	Elect Director and Audit Committee Member Munakata, Naoko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nitto Denko Corp.	6988	Japan	17/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 110	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Nitto Denko Corp.	6988	Japan	17/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Nitto Denko Corp.	6988	Japan	17/06/2022	Elect Director	Elect Director Takasaki, Hideo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nitto Denko Corp.	6988	Japan	17/06/2022	Elect Director	Elect Director Yamada, Yasuhiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nitto Denko Corp.	6988	Japan	17/06/2022	Elect Director	Elect Director Todokoro, Nobuhiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nitto Denko Corp.	6988	Japan	17/06/2022	Elect Director	Elect Director Miki, Yosuke	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nitto Denko Corp.	6988	Japan	17/06/2022	Elect Director	Elect Director Iseiyama, Yasuhiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nitto Denko Corp.	6988	Japan	17/06/2022	Elect Director	Elect Director Furuse, Yoichiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nitto Denko Corp.	6988	Japan	17/06/2022	Elect Director	Elect Director Hatchoji, Takashi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nitto Denko Corp.	6988	Japan	17/06/2022	Elect Director	Elect Director Fukuda, Tamio	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nitto Denko Corp.	6988	Japan	17/06/2022	Elect Director	Elect Director Wong Lai Yong	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nitto Denko Corp.	6988	Japan	17/06/2022	Elect Director	Elect Director Sawada, Michitaka	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nitto Denko Corp.	6988	Japan	17/06/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Compensation Ceiling for Directors	For	For	A vote FOR this proposal is warranted because: * The sub-ceiling for outside directors is raised. * The size of the proposed ceiling cannot be regarded as inappropriate.
Tencent Holdings Limited	700	Cayman Islands	18/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
Tencent Holdings Limited	700	Cayman Islands	18/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
Tencent Holdings Limited	700	Cayman Islands	18/05/2022	Elect Director	Elect Li Dong Sheng as Director	For	For	A vote FOR both nominees is warranted.
Tencent Holdings Limited	700	Cayman Islands	18/05/2022	Elect Director	Elect Ian Charles Stone as Director	For	For	A vote FOR both nominees is warranted.
Tencent Holdings Limited	700	Cayman Islands	18/05/2022	Approve Remuneration of Directors and/or Committee Members	Authorize Board to Fix Remuneration of Directors	For	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.
Tencent Holdings Limited	700	Cayman Islands	18/05/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve Auditor and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
Tencent Holdings Limited	700	Cayman Islands	18/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit for share issuances under the general mandate.
Tencent Holdings Limited	700	Cayman Islands	18/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Issued Share Capital	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Tencent Holdings Limited	700	Cayman Islands	18/05/2022	Authorize Reissuance of Repurchased Shares	Authorize Reissuance of Repurchased Shares	For	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit for share issuances under the general mandate.
Tencent Holdings Limited	700	Cayman Islands	18/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Approve Proposed Amendments to the Second Amended and Restated Memorandum of Association and Articles of Association and Adopt the Third Amended and Restated Memorandum of Association and Articles of Association	For	For	A vote FOR this resolution is warranted given the proposed amendments are intended to improve the company's corporate governance practices and provide additional flexibility to the board and the management in the conduct of general meetings.
Tencent Holdings Limited	700	Cayman Islands	18/05/2022	Approve Stock Option Plan Grants	Approve Refreshment of Scheme Mandate Limit Under the Share Option Plan	Against	Against	A vote AGAINST this resolution is warranted given the following reasons: * Tencent Music could be considered a mature company, and the limit under the scheme is 10 percent of its issued capital; * the absence of challenging performance criteria and meaningful vesting periods; and * the potential for conflict of interests in the administration of the scheme.
Mitsubishi Heavy Industries, Ltd.	7011	Japan	29/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 55	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Mitsubishi Heavy Industries, Ltd.	7011	Japan	29/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Mitsubishi Heavy Industries, Ltd.	7011	Japan	29/06/2022	Elect Director	Elect Director Miyanaga, Shunichi	For	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.
Mitsubishi Heavy Industries, Ltd.	7011	Japan	29/06/2022	Elect Director	Elect Director Izumisawa, Seiji	For	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.
Mitsubishi Heavy Industries, Ltd.	7011	Japan	29/06/2022	Elect Director	Elect Director Kozawa, Hisato	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi Heavy Industries, Ltd.	7011	Japan	29/06/2022	Elect Director	Elect Director Kaguchi, Hitoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi Heavy Industries, Ltd.	7011	Japan	29/06/2022	Elect Director	Elect Director Shinohara, Naoyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.

Mitsubishi Heavy Industries, Ltd.	7011	Japan	29/06/2022	Elect Director	Elect Director Kobayashi, Ken	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful because outside directors are not required in the category of "directors who are not audit committee members."
Mitsubishi Heavy Industries, Ltd.	7011	Japan	29/06/2022	Elect Director	Elect Director Hirano, Nobuyuki	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful because outside directors are not required in the category of "directors who are not audit committee members."
Mitsubishi Heavy Industries, Ltd.	7011	Japan	29/06/2022	Elect Director	Elect Director and Audit Committee Member Takayanagi, Ryutaro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kawasaki Heavy Industries, Ltd.	7012	Japan	24/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 20	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Kawasaki Heavy Industries, Ltd.	7012	Japan	24/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Kawasaki Heavy Industries, Ltd.	7012	Japan	24/06/2022	Elect Director	Elect Director Kanehara, Yoshihito	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kawasaki Heavy Industries, Ltd.	7012	Japan	24/06/2022	Elect Director	Elect Director Hashimoto, Yasuhiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kawasaki Heavy Industries, Ltd.	7012	Japan	24/06/2022	Elect Director	Elect Director Yamamoto, Katsuya	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kawasaki Heavy Industries, Ltd.	7012	Japan	24/06/2022	Elect Director	Elect Director Nakatani, Hiroshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kawasaki Heavy Industries, Ltd.	7012	Japan	24/06/2022	Elect Director	Elect Director Jenifer Rogers	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kawasaki Heavy Industries, Ltd.	7012	Japan	24/06/2022	Elect Director	Elect Director Tsujimura, Hideo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kawasaki Heavy Industries, Ltd.	7012	Japan	24/06/2022	Elect Director	Elect Director Yoshida, Katsuhiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kawasaki Heavy Industries, Ltd.	7012	Japan	24/06/2022	Elect Director	Elect Director and Audit Committee Member Nekoshima, Akio	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kawasaki Heavy Industries, Ltd.	7012	Japan	24/06/2022	Elect Director	Elect Director and Audit Committee Member Kato, Nobuhisa	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kawasaki Heavy Industries, Ltd.	7012	Japan	24/06/2022	Elect Director	Elect Director and Audit Committee Member Ishii, Atsuko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kawasaki Heavy Industries, Ltd.	7012	Japan	24/06/2022	Elect Director	Elect Director and Audit Committee Member Saito, Ryoichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kawasaki Heavy Industries, Ltd.	7012	Japan	24/06/2022	Elect Director	Elect Director and Audit Committee Member Tsukui, Susumu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kawasaki Heavy Industries, Ltd.	7012	Japan	24/06/2022	Elect Alternate/Deputy Directors	Elect Alternate Director and Audit Committee Member Hada, Yuka	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Zenkoku Hoshu Co., Ltd.	7164	Japan	17/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 133	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Zenkoku Hoshu Co., Ltd.	7164	Japan	17/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Zenkoku Hoshu Co., Ltd.	7164	Japan	17/06/2022	Elect Director	Elect Director Ishiyama, Eiji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Zenkoku Hoshu Co., Ltd.	7164	Japan	17/06/2022	Elect Director	Elect Director Yamaguchi, Takashi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Zenkoku Hoshu Co., Ltd.	7164	Japan	17/06/2022	Elect Director	Elect Director Aoki, Yuichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Zenkoku Hoshu Co., Ltd.	7164	Japan	17/06/2022	Elect Director	Elect Director Asada, Keiichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Zenkoku Hoshu Co., Ltd.	7164	Japan	17/06/2022	Elect Director	Elect Director Kamijo, Masahito	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Zenkoku Hoshu Co., Ltd.	7164	Japan	17/06/2022	Elect Director	Elect Director Nagashima, Yoshiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Zenkoku Hoshu Co., Ltd.	7164	Japan	17/06/2022	Elect Director	Elect Director Imado, Tomoe	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Japan Post Bank Co., Ltd.	7182	Japan	16/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Japan Post Bank Co., Ltd.	7182	Japan	16/06/2022	Elect Director	Elect Director Ikeda, Norito	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Japan Post Bank Co., Ltd.	7182	Japan	16/06/2022	Elect Director	Elect Director Yamamoto, Kenzo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Japan Post Bank Co., Ltd.	7182	Japan	16/06/2022	Elect Director	Elect Director Urushi, Shihoko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Japan Post Bank Co., Ltd.	7182	Japan	16/06/2022	Elect Director	Elect Director Nakazawa, Keiji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Japan Post Bank Co., Ltd.	7182	Japan	16/06/2022	Elect Director	Elect Director Sato, Atsuko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Japan Post Bank Co., Ltd.	7182	Japan	16/06/2022	Elect Director	Elect Director Tanaka, Susumu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Japan Post Bank Co., Ltd.	7182	Japan	16/06/2022	Elect Director	Elect Director Masuda, Hiroya	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Japan Post Bank Co., Ltd.	7182	Japan	16/06/2022	Elect Director	Elect Director Yazaki, Toshiyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Japan Post Bank Co., Ltd.	7182	Japan	16/06/2022	Elect Director	Elect Director Chubachi, Ryoji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Japan Post Bank Co., Ltd.	7182	Japan	16/06/2022	Elect Director	Elect Director Takachi, Keisuke	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Japan Post Bank Co., Ltd.	7182	Japan	16/06/2022	Elect Director	Elect Director Kawa, Makoto	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Japan Post Bank Co., Ltd.	7182	Japan	16/06/2022	Elect Director	Elect Director Aikawa, Risa	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Japan Post Bank Co., Ltd.	7182	Japan	16/06/2022	Elect Director	Elect Director Kawamura, Hiroshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 5	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Elect Director	Elect Director Kimura, Yasushi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Elect Director	Elect Director Uchida, Makoto	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Elect Director	Elect Director Ashwani Gupta	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Elect Director	Elect Director Sakamoto, Hideyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Elect Director	Elect Director Jean-Dominique Senard	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Elect Director	Elect Director Toyoda, Masakazu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Elect Director	Elect Director Ihara, Keiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Elect Director	Elect Director Nagai, Moto	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Elect Director	Elect Director Bernard Delmas	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Elect Director	Elect Director Andrew House	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Elect Director	Elect Director Jenifer Rogers	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Elect Director	Elect Director Pierre Fleuriot	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Amend Ordinary Business Items	Amend Articles to Deem Other Affiliated Companies as Parent Company in Carrying Out Obligations under Corporate Law and Disclose Business Reports	For	For	A vote FOR this shareholder proposal is warranted because: * Information on Nissan-Renault alliance agreement should be relevant for Nissan's minority shareholders. * Disclosing a summary of the agreement in proxy materials, in addition to annual report, should enable Nissan shareholders to make informed decision when they vote at shareholder meetings.
Isuzu Motors Ltd.	7202	Japan	28/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 37	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Isuzu Motors Ltd.	7202	Japan	28/06/2022	Amend Articles to: (Japan)	Amend Articles to Change Location of Head Office - Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Isuzu Motors Ltd.	7202	Japan	28/06/2022	Elect Director	Elect Director Katayama, Masanori	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Isuzu Motors Ltd.	7202	Japan	28/06/2022	Elect Director	Elect Director Takahashi, Shinichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Isuzu Motors Ltd.	7202	Japan	28/06/2022	Elect Director	Elect Director Minami, Shinsuke	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Isuzu Motors Ltd.	7202	Japan	28/06/2022	Elect Director	Elect Director Ikemoto, Tetsuya	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Isuzu Motors Ltd.	7202	Japan	28/06/2022	Elect Director	Elect Director Fujimori, Shun	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Isuzu Motors Ltd.	7202	Japan	28/06/2022	Elect Director	Elect Director Yamaguchi, Nahiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Isuzu Motors Ltd.	7202	Japan	28/06/2022	Elect Director	Elect Director Shibata, Mitsuyoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Isuzu Motors Ltd.	7202	Japan	28/06/2022	Elect Director	Elect Director Nakayama, Kouze	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	Japan	15/06/2022	Elect Director	Elect Director Uchiyamada, Takeshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	Japan	15/06/2022	Elect Director	Elect Director Hayakawa, Shigeru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	Japan	15/06/2022	Elect Director	Elect Director Toyoda, Akio	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	Japan	15/06/2022	Elect Director	Elect Director James Kuffner	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	Japan	15/06/2022	Elect Director	Elect Director Kon, Kenta	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	Japan	15/06/2022	Elect Director	Elect Director Maeda, Masahiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	Japan	15/06/2022	Elect Director	Elect Director Sugawara, Ikuro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	Japan	15/06/2022	Elect Director	Elect Director Sir Philip Craven	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Toyota Motor Corp.	7203	Japan	15/06/2022	Elect Director	Elect Director Kudo, Teiko	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Toyota Motor Corp.	7203	Japan	15/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Yasuda, Masahide	For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	Japan	15/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor George Olcott	Against	Against	A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.
Toyota Motor Corp.	7203	Japan	15/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Sakai, Ryuji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	Japan	15/06/2022	Approve Restricted Stock Plan	Approve Restricted Stock Plan	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Toyota Motor Corp.	7203	Japan	15/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Mitsubishi Motors Corp.	7211	Japan	23/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Mitsubishi Motors Corp.	7211	Japan	23/06/2022	Elect Director	Elect Director Hiraku, Tomofumi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi Motors Corp.	7211	Japan	23/06/2022	Elect Director	Elect Director Tagawa, Jomi	Against	Against	A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence.
Mitsubishi Motors Corp.	7211	Japan	23/06/2022	Elect Director	Elect Director Ikushima, Takahiko	Against	Against	A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence.

Mitsubishi Motors Corp.	7211	Japan	23/06/2022	Elect Director	Elect Director Kakuchi, Takehiko	Against	Against	A vote AGAINST this director nominee is warranted because: " The board after this meeting will not be majority independent and this outside director nominee lacks independence.
Mitsubishi Motors Corp.	7211	Japan	23/06/2022	Elect Director	Elect Director Mike, Kanetsugu	Against	Against	A vote AGAINST this director nominee is warranted because: " The board after this meeting will not be majority independent and this outside director nominee lacks independence.
Mitsubishi Motors Corp.	7211	Japan	23/06/2022	Elect Director	Elect Director Kato, Takao	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Mitsubishi Motors Corp.	7211	Japan	23/06/2022	Elect Director	Elect Director Inada, Hiroshi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Mitsubishi Motors Corp.	7211	Japan	23/06/2022	Elect Director	Elect Director Myanaga, Shunichi	Against	Against	A vote AGAINST this director nominee is warranted because: " The board after this meeting will not be majority independent and this outside director nominee lacks independence.
Mitsubishi Motors Corp.	7211	Japan	23/06/2022	Elect Director	Elect Director Koda, Main	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Mitsubishi Motors Corp.	7211	Japan	23/06/2022	Elect Director	Elect Director Takeoka, Yaeko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Mitsubishi Motors Corp.	7211	Japan	23/06/2022	Elect Director	Elect Director Sasae, Kenichiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Mitsubishi Motors Corp.	7211	Japan	23/06/2022	Elect Director	Elect Director Sakamoto, Hideyuki	Against	Against	A vote AGAINST this director nominee is warranted because: " The board after this meeting will not be majority independent and this outside director nominee lacks independence.
Mitsubishi Motors Corp.	7211	Japan	23/06/2022	Elect Director	Elect Director Nakamura, Yoshihiko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Mazda Motor Corp.	7261	Japan	24/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 20	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns with the level of the proposed dividend.
Mazda Motor Corp.	7261	Japan	24/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
Mazda Motor Corp.	7261	Japan	24/06/2022	Elect Director	Elect Director Shobuda, Kiyotaka	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Mazda Motor Corp.	7261	Japan	24/06/2022	Elect Director	Elect Director Ogawa, Michiko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Mazda Motor Corp.	7261	Japan	24/06/2022	Elect Director	Elect Director Marumoto, Akira	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Mazda Motor Corp.	7261	Japan	24/06/2022	Elect Director	Elect Director Ono, Mitsuru	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Mazda Motor Corp.	7261	Japan	24/06/2022	Elect Director	Elect Director Koga, Masahiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Mazda Motor Corp.	7261	Japan	24/06/2022	Elect Director	Elect Director Aoyama, Yasuhiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Mazda Motor Corp.	7261	Japan	24/06/2022	Elect Director	Elect Director Hirase, Ichiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Mazda Motor Corp.	7261	Japan	24/06/2022	Elect Director	Elect Director Mukai, Takeshi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Mazda Motor Corp.	7261	Japan	24/06/2022	Elect Director	Elect Director Sato, Kiyoshi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	Japan	22/06/2022	Elect Director	Elect Director Kurashi, Seiji	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	Japan	22/06/2022	Elect Director	Elect Director Higashi, Kazuhiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	Japan	22/06/2022	Elect Director	Elect Director Nagata, Ryoko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	Japan	22/06/2022	Elect Director	Elect Director Mibe, Toshihiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	Japan	22/06/2022	Elect Director	Elect Director Takeuchi, Kohei	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	Japan	22/06/2022	Elect Director	Elect Director Aoyama, Shinji	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	Japan	22/06/2022	Elect Director	Elect Director Suzuki, Asako	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	Japan	22/06/2022	Elect Director	Elect Director Suzuki, Masafumi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	Japan	22/06/2022	Elect Director	Elect Director Sakai, Kunihiko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	Japan	22/06/2022	Elect Director	Elect Director Kokubu, Fumiyu	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	Japan	22/06/2022	Elect Director	Elect Director Ogawa, Yoichiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Suzuki Motor Corp.	7269	Japan	29/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 46	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns with the level of the proposed dividend.
Suzuki Motor Corp.	7269	Japan	29/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Clarify Director Authority on Board Meetings	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
Suzuki Motor Corp.	7269	Japan	29/06/2022	Elect Director	Elect Director Suzuki, Toshihiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Suzuki Motor Corp.	7269	Japan	29/06/2022	Elect Director	Elect Director Honda, Osamu	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Suzuki Motor Corp.	7269	Japan	29/06/2022	Elect Director	Elect Director Nagao, Masahiko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Suzuki Motor Corp.	7269	Japan	29/06/2022	Elect Director	Elect Director Suzuki, Toshiaki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Suzuki Motor Corp.	7269	Japan	29/06/2022	Elect Director	Elect Director Salto, Kinji	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Suzuki Motor Corp.	7269	Japan	29/06/2022	Elect Director	Elect Director Yamashita, Yukihiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Suzuki Motor Corp.	7269	Japan	29/06/2022	Elect Director	Elect Director Domichi, Hideaki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Suzuki Motor Corp.	7269	Japan	29/06/2022	Elect Director	Elect Director Egusa, Shun	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Suzuki Motor Corp.	7269	Japan	29/06/2022	Elect Director	Elect Director Yamai, Risa	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Suzuki Motor Corp.	7269	Japan	29/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Fukuta, Mitsuhiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Subaru Corp.	7270	Japan	22/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 28	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns with the level of the proposed dividend.
Subaru Corp.	7270	Japan	22/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
Subaru Corp.	7270	Japan	22/06/2022	Elect Director	Elect Director Nakamura, Tomomi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Subaru Corp.	7270	Japan	22/06/2022	Elect Director	Elect Director Hosoya, Kazuo	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Subaru Corp.	7270	Japan	22/06/2022	Elect Director	Elect Director Mizuma, Katsuyuki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Subaru Corp.	7270	Japan	22/06/2022	Elect Director	Elect Director Onuki, Tetsuo	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Subaru Corp.	7270	Japan	22/06/2022	Elect Director	Elect Director Osaki, Atsushi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Subaru Corp.	7270	Japan	22/06/2022	Elect Director	Elect Director Hayata, Fumiaiki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Subaru Corp.	7270	Japan	22/06/2022	Elect Director	Elect Director Abe, Yasuyuki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Subaru Corp.	7270	Japan	22/06/2022	Elect Director	Elect Director Yago, Natsunosuke	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Subaru Corp.	7270	Japan	22/06/2022	Elect Director	Elect Director Doi, Miwako	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Subaru Corp.	7270	Japan	22/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Furusawa, Yuri	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Subaru Corp.	7270	Japan	22/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Ryu, Hirohisa	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Subaru Corp.	7270	Japan	22/06/2022	Approve Restricted Stock Plan	Approve Restricted Stock Plan	For	For	A vote FOR this proposal is warranted because: " This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Yamaha Motor Co., Ltd.	7272	Japan	23/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 65	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns with the level of the proposed dividend.
Yamaha Motor Co., Ltd.	7272	Japan	23/03/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
Yamaha Motor Co., Ltd.	7272	Japan	23/03/2022	Elect Director	Elect Director Watanabe, Katsuki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Yamaha Motor Co., Ltd.	7272	Japan	23/03/2022	Elect Director	Elect Director Jin Song Montesano	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Yamaha Motor Co., Ltd.	7272	Japan	23/03/2022	Elect Director	Elect Director Hidaka, Yoshihiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Yamaha Motor Co., Ltd.	7272	Japan	23/03/2022	Elect Director	Elect Director Maruyama, Heiji	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Yamaha Motor Co., Ltd.	7272	Japan	23/03/2022	Elect Director	Elect Director Matsuyama, Satoshi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Yamaha Motor Co., Ltd.	7272	Japan	23/03/2022	Elect Director	Elect Director Shitara, Motofumi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Yamaha Motor Co., Ltd.	7272	Japan	23/03/2022	Elect Director	Elect Director Nakata, Takuya	For	For	A vote FOR this nominee is warranted because: " The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Yamaha Motor Co., Ltd.	7272	Japan	23/03/2022	Elect Director	Elect Director Kamigama, Takehiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Yamaha Motor Co., Ltd.	7272	Japan	23/03/2022	Elect Director	Elect Director Tashiro, Yuku	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Yamaha Motor Co., Ltd.	7272	Japan	23/03/2022	Elect Director	Elect Director Ohashi, Tetsuji	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Yamaha Motor Co., Ltd.	7272	Japan	23/03/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Fujita, Ko	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Yamaha Motor Co., Ltd.	7272	Japan	23/03/2022	Approve Increase in Aggregate Compensation Ceiling for Directors and Statutory Auditors	Approve Compensation Ceilings for Directors and Statutory Auditors	For	For	A vote FOR this proposal is warranted because: " Financial performance does not imply that the company has failed to conduct business in the interests of shareholders." The size of the proposed ceilings cannot be regarded as excessively high.
Yamaha Motor Co., Ltd.	7272	Japan	23/03/2022	Approve Restricted Stock Plan	Approve Performance Share Plan	For	For	A vote FOR this proposal is warranted because: " This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Koito Manufacturing Co., Ltd.	7276	Japan	29/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 30	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns with the level of the proposed dividend.
Koito Manufacturing Co., Ltd.	7276	Japan	29/06/2022	Amend Articles to: (Japan)	Amend Articles to Change Location of Head Office - Disclose Shareholder Meeting Materials on Internet - Reduce Directors' Term - Amend Provisions on Director Titles	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
Koito Manufacturing Co., Ltd.	7276	Japan	29/06/2022	Elect Director	Elect Director Otake, Masahiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Koito Manufacturing Co., Ltd.	7276	Japan	29/06/2022	Elect Director	Elect Director Kato, Michiaki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Koito Manufacturing Co., Ltd.	7276	Japan	29/06/2022	Elect Director	Elect Director Arima, Kenji	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Koito Manufacturing Co., Ltd.	7276	Japan	29/06/2022	Elect Director	Elect Director Uchiyama, Masami	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Koito Manufacturing Co., Ltd.	7276	Japan	29/06/2022	Elect Director	Elect Director Konno, Hiroyasu	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Koito Manufacturing Co., Ltd.	7276	Japan	29/06/2022	Elect Director	Elect Director Kusakawa, Katsuyuki	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Koito Manufacturing Co., Ltd.	7276	Japan	29/06/2022	Elect Director	Elect Director Uehara, Hanuya	For	For	A vote FOR this nominee is warranted because: " The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.

Koito Manufacturing Co., Ltd.	7276	Japan	29/06/2022	Elect Director	Elect Director Sakurai, Kingo	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Koito Manufacturing Co., Ltd.	7276	Japan	29/06/2022	Elect Director	Elect Director Igarashi, Chika	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyoda Gosei Co., Ltd.	7282	Japan	16/06/2022	Amend Articles to: (Japan)	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Toyoda Gosei Co., Ltd.	7282	Japan	16/06/2022	Elect Director	Elect Director Koyama, Toru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyoda Gosei Co., Ltd.	7282	Japan	16/06/2022	Elect Director	Elect Director Yamada, Tomonobu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyoda Gosei Co., Ltd.	7282	Japan	16/06/2022	Elect Director	Elect Director Yasuda, Hiroshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyoda Gosei Co., Ltd.	7282	Japan	16/06/2022	Elect Director	Elect Director Oka, Masaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyoda Gosei Co., Ltd.	7282	Japan	16/06/2022	Elect Director	Elect Director Ishikawa, Takashi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyoda Gosei Co., Ltd.	7282	Japan	16/06/2022	Elect Director	Elect Director Miyazaki, Naoki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyoda Gosei Co., Ltd.	7282	Japan	16/06/2022	Elect Director	Elect Director Tsuchiya, Sojiro	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Toyoda Gosei Co., Ltd.	7282	Japan	16/06/2022	Elect Director	Elect Director Yamaka, Kimio	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyoda Gosei Co., Ltd.	7282	Japan	16/06/2022	Elect Director	Elect Director Matsumoto, Mayumi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyoda Gosei Co., Ltd.	7282	Japan	16/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Kuwayama, Hitoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shimano, Inc.	7309	Japan	30/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 117.5	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Shimano, Inc.	7309	Japan	30/03/2022	Elect Director	Elect Director Shimano, Yoza	Against	Against	A vote AGAINST this nominee is warranted because the nominee is an incumbent representative director and there is a lack of gender diversity on the board.
Shimano, Inc.	7309	Japan	30/03/2022	Elect Director	Elect Director Shimano, Taizo	Against	Against	A vote AGAINST this nominee is warranted because the nominee is an incumbent representative director and there is a lack of gender diversity on the board.
Shimano, Inc.	7309	Japan	30/03/2022	Elect Director	Elect Director Toyoshima, Takashi	Against	Against	A vote AGAINST this nominee is warranted because the nominee is an incumbent representative director and there is a lack of gender diversity on the board.
Shimano, Inc.	7309	Japan	30/03/2022	Elect Director	Elect Director Tsuzaki, Masahiro	Against	Against	A vote AGAINST this nominee is warranted because the nominee is an incumbent representative director and there is a lack of gender diversity on the board.
Shimano, Inc.	7309	Japan	30/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Tarutani, Kiyoshi	For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
Shimano, Inc.	7309	Japan	30/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Nozue, Kanako	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shimano, Inc.	7309	Japan	30/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Hashimoto, Toshihiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shimadzu Corp.	7701	Japan	28/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 28	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Shimadzu Corp.	7701	Japan	28/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Shimadzu Corp.	7701	Japan	28/06/2022	Elect Director	Elect Director Ueda, Teruhisa	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shimadzu Corp.	7701	Japan	28/06/2022	Elect Director	Elect Director Yamamoto, Yasunori	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shimadzu Corp.	7701	Japan	28/06/2022	Elect Director	Elect Director Miura, Yasuo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shimadzu Corp.	7701	Japan	28/06/2022	Elect Director	Elect Director Watanabe, Akira	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shimadzu Corp.	7701	Japan	28/06/2022	Elect Director	Elect Director Wada, Hiroko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shimadzu Corp.	7701	Japan	28/06/2022	Elect Director	Elect Director Hanai, Nobuo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shimadzu Corp.	7701	Japan	28/06/2022	Elect Director	Elect Director Nakanishi, Yoshiyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shimadzu Corp.	7701	Japan	28/06/2022	Elect Director	Elect Director Hamada, Nami	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shimadzu Corp.	7701	Japan	28/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Iwamoto, Fumio	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nikon Corp.	7731	Japan	29/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 20	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Nikon Corp.	7731	Japan	29/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings - Amend Provisions on Director Titles	Against	Against	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
Nikon Corp.	7731	Japan	29/06/2022	Elect Director	Elect Director Ushida, Kazuo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nikon Corp.	7731	Japan	29/06/2022	Elect Director	Elect Director Umatae, Toshikazu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nikon Corp.	7731	Japan	29/06/2022	Elect Director	Elect Director Odajima, Takumi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nikon Corp.	7731	Japan	29/06/2022	Elect Director	Elect Director Tokunari, Muneaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nikon Corp.	7731	Japan	29/06/2022	Elect Director	Elect Director Murayama, Shigeru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nikon Corp.	7731	Japan	29/06/2022	Elect Director	Elect Director Tatsukawa, Tsuneyoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nikon Corp.	7731	Japan	29/06/2022	Elect Director	Elect Director and Audit Committee Member Tsurumi, Atsushi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nikon Corp.	7731	Japan	29/06/2022	Elect Director	Elect Director and Audit Committee Member Hiruta, Shiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nikon Corp.	7731	Japan	29/06/2022	Elect Director	Elect Director and Audit Committee Member Yamagami, Asako	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nikon Corp.	7731	Japan	29/06/2022	Elect Director	Elect Director and Audit Committee Member Sumita, Makoto	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nikon Corp.	7731	Japan	29/06/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For	A vote FOR this proposal is warranted because: * The company seek to overhaul its equity compensation plan as proposed in Item 6. * Financial performance does not imply that the company has failed to conduct business in the interests of shareholders.
Nikon Corp.	7731	Japan	29/06/2022	Approve/Amend Bundled Remuneration Plans	Approve Restricted Stock Plan and Performance Share Plan	For	For	A vote FOR this proposal is warranted because: * The restricted stock plan and performance share plan are likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Olympus Corp.	7733	Japan	24/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Olympus Corp.	7733	Japan	24/06/2022	Elect Director	Elect Director Takeuchi, Yasuo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Olympus Corp.	7733	Japan	24/06/2022	Elect Director	Elect Director Gary John Pruden	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Olympus Corp.	7733	Japan	24/06/2022	Elect Director	Elect Director Stefan Kaufmann	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Olympus Corp.	7733	Japan	24/06/2022	Elect Director	Elect Director Koga, Nobuyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Olympus Corp.	7733	Japan	24/06/2022	Elect Director	Elect Director Fujita, Sumitaka	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Olympus Corp.	7733	Japan	24/06/2022	Elect Director	Elect Director Iwamura, Tetsuo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Olympus Corp.	7733	Japan	24/06/2022	Elect Director	Elect Director Masuda, Yasumasa	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Olympus Corp.	7733	Japan	24/06/2022	Elect Director	Elect Director Dawd Robert Hale	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Olympus Corp.	7733	Japan	24/06/2022	Elect Director	Elect Director Jimmy C. Beasley	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Olympus Corp.	7733	Japan	24/06/2022	Elect Director	Elect Director Ichikawa, Sachiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Olympus Corp.	7733	Japan	24/06/2022	Elect Director	Elect Director Shingai, Yasushi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Olympus Corp.	7733	Japan	24/06/2022	Elect Director	Elect Director Kan Kohiei	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SCREEN Holdings Co., Ltd.	7735	Japan	24/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 293	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
SCREEN Holdings Co., Ltd.	7735	Japan	24/06/2022	Amend Articles to: (Japan)	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
SCREEN Holdings Co., Ltd.	7735	Japan	24/06/2022	Elect Director	Elect Director Kakuchi, Eiji	Against	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.
SCREEN Holdings Co., Ltd.	7735	Japan	24/06/2022	Elect Director	Elect Director Hiroe, Toshio	Against	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.
SCREEN Holdings Co., Ltd.	7735	Japan	24/06/2022	Elect Director	Elect Director Kondo, Yoichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SCREEN Holdings Co., Ltd.	7735	Japan	24/06/2022	Elect Director	Elect Director Ishikawa, Yoshihisa	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SCREEN Holdings Co., Ltd.	7735	Japan	24/06/2022	Elect Director	Elect Director Saito, Shigeru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SCREEN Holdings Co., Ltd.	7735	Japan	24/06/2022	Elect Director	Elect Director Yoda, Makoto	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
SCREEN Holdings Co., Ltd.	7735	Japan	24/06/2022	Elect Director	Elect Director Takasu, Hidemi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SCREEN Holdings Co., Ltd.	7735	Japan	24/06/2022	Elect Director	Elect Director Okudaira, Hiroko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SCREEN Holdings Co., Ltd.	7735	Japan	24/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Ito, Tomoyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
HOYA Corp.	7741	Japan	28/06/2022	Elect Director	Elect Director Urano, Mitsudo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
HOYA Corp.	7741	Japan	28/06/2022	Elect Director	Elect Director Kaihori, Shuzo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
HOYA Corp.	7741	Japan	28/06/2022	Elect Director	Elect Director Yoshihara, Hiroaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
HOYA Corp.	7741	Japan	28/06/2022	Elect Director	Elect Director Abe, Yasuyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
HOYA Corp.	7741	Japan	28/06/2022	Elect Director	Elect Director Hasegawa, Takayo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
HOYA Corp.	7741	Japan	28/06/2022	Elect Director	Elect Director Nishimura, Mika	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
HOYA Corp.	7741	Japan	28/06/2022	Elect Director	Elect Director Ikeda, Eiichiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
HOYA Corp.	7741	Japan	28/06/2022	Elect Director	Elect Director Hiroka, Ryo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
HOYA Corp.	7741	Japan	28/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Canon, Inc.	7751	Japan	30/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 55	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Canon, Inc.	7751	Japan	30/03/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.

Canon, Inc.	7751	Japan	30/03/2022	Elect Director	Elect Director Mitarai, Fujio	Against	Against	A vote AGAINST this nominee is warranted because the nominee is an incumbent representative director and there is a lack of gender diversity on the board.
Canon, Inc.	7751	Japan	30/03/2022	Elect Director	Elect Director Tanaka, Toshizo	Against	Against	A vote AGAINST this nominee is warranted because the nominee is an incumbent representative director and there is a lack of gender diversity on the board.
Canon, Inc.	7751	Japan	30/03/2022	Elect Director	Elect Director Homma, Toshio	Against	Against	A vote AGAINST this nominee is warranted because the nominee is an incumbent representative director and there is a lack of gender diversity on the board.
Canon, Inc.	7751	Japan	30/03/2022	Elect Director	Elect Director Saida, Kunitaro	For	For	A vote FOR this nominee is warranted because: "The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board."
Canon, Inc.	7751	Japan	30/03/2022	Elect Director	Elect Director Kawamura, Yusuke	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Canon, Inc.	7751	Japan	30/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Yanagibashi, Katsuhito	For	For	A vote FOR this statutory auditor nominee is warranted because: "There are no particular concerns about the nominee."
Canon, Inc.	7751	Japan	30/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Kashimoto, Koichi	Against	Against	A vote AGAINST this nominee is warranted because: "The outside statutory auditor nominee's affiliation with the company could compromise independence."
Canon, Inc.	7751	Japan	30/03/2022	Approve Annual Bonus Payment for Directors and Statutory Auditors	Approve Annual Bonus	For	For	A vote FOR the proposal is warranted because: "The total proposed amount of the bonuses is not excessively high."
Ricoh Co., Ltd.	7752	Japan	24/06/2022	Amend Articles to: (Japan)	Amend Articles to Allow Virtual Only Shareholder Meetings	For	For	A vote FOR this proposal is warranted because: "There are no particular concerns resulting from the change to the articles."
Ricoh Co., Ltd.	7752	Japan	24/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: "There are no particular concerns resulting from the change to the articles."
Ricoh Co., Ltd.	7752	Japan	24/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 13	For	For	A vote FOR this proposal is warranted because: "There are no particular concerns with the level of the proposed dividend."
Ricoh Co., Ltd.	7752	Japan	24/06/2022	Elect Director	Elect Director Yamashita, Yoshinori	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Ricoh Co., Ltd.	7752	Japan	24/06/2022	Elect Director	Elect Director Sakata, Seiji	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Ricoh Co., Ltd.	7752	Japan	24/06/2022	Elect Director	Elect Director Oyama, Akira	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Ricoh Co., Ltd.	7752	Japan	24/06/2022	Elect Director	Elect Director Iijima, Masami	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Ricoh Co., Ltd.	7752	Japan	24/06/2022	Elect Director	Elect Director Hatano, Mutsuko	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Ricoh Co., Ltd.	7752	Japan	24/06/2022	Elect Director	Elect Director Yoko, Keisuke	For	For	A vote FOR this nominee is warranted because: "The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board."
Ricoh Co., Ltd.	7752	Japan	24/06/2022	Elect Director	Elect Director Tani, Sadafumi	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Ricoh Co., Ltd.	7752	Japan	24/06/2022	Elect Director	Elect Director Ishimura, Kazuhiko	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Ricoh Co., Ltd.	7752	Japan	24/06/2022	Approve Annual Bonus Payment for Directors and Statutory Auditors	Approve Annual Bonus	For	For	A vote FOR the proposal is warranted because: "The total proposed amount of the bonuses is not excessively high."
CYBERDYNE, Inc.	7779	Japan	30/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: "There are no particular concerns resulting from the change to the articles."
ASICS Corp.	7936	Japan	25/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 12	For	For	A vote FOR this proposal is warranted because: "There are no particular concerns with the level of the proposed dividend."
ASICS Corp.	7936	Japan	25/03/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: "There are no particular concerns resulting from the change to the articles."
ASICS Corp.	7936	Japan	25/03/2022	Elect Director	Elect Director Oyama, Motoi	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
ASICS Corp.	7936	Japan	25/03/2022	Elect Director	Elect Director Hirota, Yasuhiro	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
ASICS Corp.	7936	Japan	25/03/2022	Elect Director	Elect Director Kashiwaki, Hitoshi	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
ASICS Corp.	7936	Japan	25/03/2022	Elect Director	Elect Director Sumi, Kazuo	For	For	A vote FOR this nominee is warranted because: "The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful because outside directors are not required in the category of "directors who are not audit committee members."
ASICS Corp.	7936	Japan	25/03/2022	Elect Director	Elect Director Yamamoto, Makiko	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
ASICS Corp.	7936	Japan	25/03/2022	Elect Director	Elect Director and Audit Committee Member Yoshimi, Noriatsu	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
ASICS Corp.	7936	Japan	25/03/2022	Elect Director	Elect Director and Audit Committee Member Suto, Miwa	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
ASICS Corp.	7936	Japan	25/03/2022	Elect Director	Elect Director and Audit Committee Member Yokoi, Yasushi	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
ASICS Corp.	7936	Japan	25/03/2022	Elect Alternate/Deputy Directors	Elect Alternate Director and Audit Committee Member Mihara, Hideaki	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Yamaha Corp.	7951	Japan	22/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 33	For	For	A vote FOR this proposal is warranted because: "There are no particular concerns with the level of the proposed dividend."
Yamaha Corp.	7951	Japan	22/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: "There are no particular concerns resulting from the change to the articles."
Yamaha Corp.	7951	Japan	22/06/2022	Elect Director	Elect Director Nakata, Takuya	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Yamaha Corp.	7951	Japan	22/06/2022	Elect Director	Elect Director Yamahata, Satoshi	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Yamaha Corp.	7951	Japan	22/06/2022	Elect Director	Elect Director Fukui, Taku	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Yamaha Corp.	7951	Japan	22/06/2022	Elect Director	Elect Director Hidaka, Yoshihiro	For	For	A vote FOR this nominee is warranted because: "The affiliated outsider's presence on the board cannot be regarded detrimental when the board is majority independent."
Yamaha Corp.	7951	Japan	22/06/2022	Elect Director	Elect Director Fujitsuka, Miko	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Yamaha Corp.	7951	Japan	22/06/2022	Elect Director	Elect Director Paul Candland	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Yamaha Corp.	7951	Japan	22/06/2022	Elect Director	Elect Director Shinohara, Hiromichi	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Yamaha Corp.	7951	Japan	22/06/2022	Elect Director	Elect Director Yoshizawa, Naoko	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Pigeon Corp.	7956	Japan	30/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 37	For	For	A vote FOR this proposal is warranted because: "The company's reserves are adequate to cover the dividend."
Pigeon Corp.	7956	Japan	30/03/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Amend Provisions on Number of Directors - Reduce Directors' Term	For	For	A vote FOR this proposal is warranted because: "There are no particular concerns resulting from the change to the articles."
Pigeon Corp.	7956	Japan	30/03/2022	Elect Director	Elect Director Yamashita, Shigeru	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Pigeon Corp.	7956	Japan	30/03/2022	Elect Director	Elect Director Miwa, Yumiko	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Pigeon Corp.	7956	Japan	30/03/2022	Elect Director	Elect Director Kitazawa, Norimasa	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Pigeon Corp.	7956	Japan	30/03/2022	Elect Director	Elect Director Itakura, Tadashi	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Pigeon Corp.	7956	Japan	30/03/2022	Elect Director	Elect Director Kurachi, Yasunori	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Pigeon Corp.	7956	Japan	30/03/2022	Elect Director	Elect Director Kevin Vyse-Peacock	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Pigeon Corp.	7956	Japan	30/03/2022	Elect Director	Elect Director Nitta, Takayuki	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Pigeon Corp.	7956	Japan	30/03/2022	Elect Director	Elect Director Hatoyama, Rehitto	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Pigeon Corp.	7956	Japan	30/03/2022	Elect Director	Elect Director Hayashi, Chiaki	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Pigeon Corp.	7956	Japan	30/03/2022	Elect Director	Elect Director Yamaguchi, Eriko	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Pigeon Corp.	7956	Japan	30/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Ishigami, Koji	For	For	A vote FOR this statutory auditor nominee is warranted because: "There are no particular concerns about the nominee."
Nintendo Co., Ltd.	7974	Japan	29/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 1410	For	For	A vote FOR this proposal is warranted because: "There are no particular concerns with the level of the proposed dividend."
Nintendo Co., Ltd.	7974	Japan	29/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: "There are no particular concerns resulting from the change to the articles."
Nintendo Co., Ltd.	7974	Japan	29/06/2022	Elect Director	Elect Director Furukawa, Shuntaro	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Nintendo Co., Ltd.	7974	Japan	29/06/2022	Elect Director	Elect Director Miyamoto, Shigeru	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Nintendo Co., Ltd.	7974	Japan	29/06/2022	Elect Director	Elect Director Takahashi, Shinya	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Nintendo Co., Ltd.	7974	Japan	29/06/2022	Elect Director	Elect Director Shiota, Ko	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Nintendo Co., Ltd.	7974	Japan	29/06/2022	Elect Director	Elect Director Shibata, Satoru	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Nintendo Co., Ltd.	7974	Japan	29/06/2022	Elect Director	Elect Director Chris Melendandhi	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Nintendo Co., Ltd.	7974	Japan	29/06/2022	Elect Director	Elect Director and Audit Committee Member Yoshimura, Takuya	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Nintendo Co., Ltd.	7974	Japan	29/06/2022	Elect Director	Elect Director and Audit Committee Member Umeyama, Katsuhito	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Nintendo Co., Ltd.	7974	Japan	29/06/2022	Elect Director	Elect Director and Audit Committee Member Yamazaki, Masao	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Nintendo Co., Ltd.	7974	Japan	29/06/2022	Elect Director	Elect Director and Audit Committee Member Shinkawa, Asa	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Nintendo Co., Ltd.	7974	Japan	29/06/2022	Approve/Amend Bundled Remuneration Plans	Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For	A vote FOR this proposal is warranted because: "The company proposes to establish/raise the sub-ceiling of compensation for outsiders. "The calculation methodology for the performance-based cash compensation is disclosed." The advisory nomination committee adds some transparency in the board's compensation decision process. "The increase of performance-based cash compensation is positive."
Nintendo Co., Ltd.	7974	Japan	29/06/2022	Approve Restricted Stock Plan	Approve Restricted Stock Plan	For	For	A vote FOR this proposal is warranted because: "This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders."
Nifco, Inc.	7988	Japan	23/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 31	For	For	A vote FOR this proposal is warranted because: "There are no particular concerns with the level of the proposed dividend."
Nifco, Inc.	7988	Japan	23/06/2022	Approve Standard Accounting Transfers	Approve Accounting Transfers	For	For	A vote FOR this proposal is warranted because: "There are no particular concerns about the proposal."
Nifco, Inc.	7988	Japan	23/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: "There are no particular concerns resulting from the change to the articles."
Nifco, Inc.	7988	Japan	23/06/2022	Elect Director	Elect Director Yamamoto, Toshiyuki	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Nifco, Inc.	7988	Japan	23/06/2022	Elect Director	Elect Director Shibus, Masaharu	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Nifco, Inc.	7988	Japan	23/06/2022	Elect Director	Elect Director Yauchi, Toshiaki	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Nifco, Inc.	7988	Japan	23/06/2022	Elect Director	Elect Director Nonogaki, Yoshiko	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Nifco, Inc.	7988	Japan	23/06/2022	Elect Director	Elect Director Brian K. Heywood	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Nifco, Inc.	7988	Japan	23/06/2022	Elect Director	Elect Director Abe, Masayuki	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Marubeni Corp.	8002	Japan	24/06/2022	Amend Articles to: (Japan)	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: "There are no particular concerns resulting from the change to the articles."
Marubeni Corp.	8002	Japan	24/06/2022	Elect Director	Elect Director Kokubu, Fumiyu	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Marubeni Corp.	8002	Japan	24/06/2022	Elect Director	Elect Director Ando, Hisayoshi	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Marubeni Corp.	8002	Japan	24/06/2022	Elect Director	Elect Director Kakino, Masumi	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."
Marubeni Corp.	8002	Japan	24/06/2022	Elect Director	Elect Director Terakawa, Akira	For	For	A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee."

Marubeni Corp.	8002	Japan	24/06/2022	Elect Director	Elect Director Furuya, Takayuki			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Marubeni Corp.	8002	Japan	24/06/2022	Elect Director	Elect Director Takahashi, Kyohei			For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Marubeni Corp.	8002	Japan	24/06/2022	Elect Director	Elect Director Okina, Yuri			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Marubeni Corp.	8002	Japan	24/06/2022	Elect Director	Elect Director Hatchoji, Takashi			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Marubeni Corp.	8002	Japan	24/06/2022	Elect Director	Elect Director Kitera, Masato			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Marubeni Corp.	8002	Japan	24/06/2022	Elect Director	Elect Director Ishizuka, Shigeki			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Tsusho Corp.	8015	Japan	24/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 90			For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Toyota Tsusho Corp.	8015	Japan	24/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet			For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Toyota Tsusho Corp.	8015	Japan	24/06/2022	Elect Director	Elect Director Murakami, Nobuhiko			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Tsusho Corp.	8015	Japan	24/06/2022	Elect Director	Elect Director Kashiwani, Ichiro			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Tsusho Corp.	8015	Japan	24/06/2022	Elect Director	Elect Director Tominaga, Hiroshi			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Tsusho Corp.	8015	Japan	24/06/2022	Elect Director	Elect Director wamoto, Hideyuki			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Tsusho Corp.	8015	Japan	24/06/2022	Elect Director	Elect Director Fujiwawa, Kumi			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Tsusho Corp.	8015	Japan	24/06/2022	Elect Director	Elect Director Komoto, Kunihito			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Tsusho Corp.	8015	Japan	24/06/2022	Elect Director	Elect Director Didier Leroy			For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Toyota Tsusho Corp.	8015	Japan	24/06/2022	Elect Director	Elect Director Inoue, Yukari			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Tsusho Corp.	8015	Japan	24/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Miyazaki, Kazumasa			For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Tsusho Corp.	8015	Japan	24/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Hayashi, Kentaro			For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Tsusho Corp.	8015	Japan	24/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Takahashi, Tsutomu			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Tsusho Corp.	8015	Japan	24/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Tanoue, Seishi			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Tsusho Corp.	8015	Japan	24/06/2022	Approve Annual Bonus Payment for Directors and Statutory Auditors	Approve Annual Bonus			For	For	A vote FOR the proposal is warranted because: * The total proposed amount of the bonuses is not excessively high.
Tokyo Electron Ltd.	8035	Japan	21/06/2022	Amend Articles to: (Japan)	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet			For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Tokyo Electron Ltd.	8035	Japan	21/06/2022	Elect Director	Elect Director Kawai, Toshiaki			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokyo Electron Ltd.	8035	Japan	21/06/2022	Elect Director	Elect Director Sasaki, Sadao			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokyo Electron Ltd.	8035	Japan	21/06/2022	Elect Director	Elect Director Nunokawa, Yoshikazu			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokyo Electron Ltd.	8035	Japan	21/06/2022	Elect Director	Elect Director Sasaki, Michio			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokyo Electron Ltd.	8035	Japan	21/06/2022	Elect Director	Elect Director Eda, Makiko			For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Tokyo Electron Ltd.	8035	Japan	21/06/2022	Elect Director	Elect Director Ichikawa, Sachiko			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokyo Electron Ltd.	8035	Japan	21/06/2022	Approve Annual Bonus Payment for Directors and Statutory Auditors	Approve Annual Bonus			For	For	A vote FOR the proposal is warranted because: * The company has a compensation committee chaired by an independent director and the company discloses metrics to be used in determining annual bonus. * The company's ROE performance is favorable.
Tokyo Electron Ltd.	8035	Japan	21/06/2022	Approve Restricted Stock Plan	Approve Deep Discount Stock Option Plan			For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Tokyo Electron Ltd.	8035	Japan	21/06/2022	Approve Restricted Stock Plan	Approve Deep Discount Stock Option Plan			For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Sumitomo Corp.	8053	Japan	24/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 65			For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Sumitomo Corp.	8053	Japan	24/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings			Against	Against	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
Sumitomo Corp.	8053	Japan	24/06/2022	Elect Director	Elect Director Nakamura, Kuniharu			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Corp.	8053	Japan	24/06/2022	Elect Director	Elect Director Ide, Akiko			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Corp.	8053	Japan	24/06/2022	Elect Director	Elect Director Mitachi, Takashi			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Corp.	8053	Japan	24/06/2022	Elect Director	Elect Director Hyodo, Masayuki			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Corp.	8053	Japan	24/06/2022	Elect Director	Elect Director Nambu, Toshiyuki			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Corp.	8053	Japan	24/06/2022	Elect Director	Elect Director Seshima, Takayuki			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Corp.	8053	Japan	24/06/2022	Elect Director	Elect Director Moroka, Reiji			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Corp.	8053	Japan	24/06/2022	Elect Director	Elect Director Higashino, Hirokazu			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Corp.	8053	Japan	24/06/2022	Elect Director	Elect Director Ishida, Koji			For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Sumitomo Corp.	8053	Japan	24/06/2022	Elect Director	Elect Director Iwata, Kimie			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Corp.	8053	Japan	24/06/2022	Elect Director	Elect Director Yamazaki, Hisashi			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Corp.	8053	Japan	24/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Sakata, Kazunari			For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Corp.	8053	Japan	24/06/2022	Approve Annual Bonus Payment for Directors and Statutory Auditors	Approve Annual Bonus			For	For	A vote FOR the proposal is warranted because: * The total proposed amount of the bonuses is not excessively high.
Sumitomo Corp.	8053	Japan	24/06/2022	Approve/Amend Bundled Remuneration Plans	Approve Fixed Cash Compensation Ceiling and Annual Bonus Ceiling for Directors and Performance Share Plan			For	For	A vote FOR this proposal is warranted because: * The company proposes to lower the fixed cash compensation ceiling for directors. * The establishment of an annual bonus ceiling, of which methodology is disclosed, appears positive as that should help align the interests of the recipients with those of shareholders. * The advisory nomination and compensation committee adds some transparency in the board's compensation decision process. * The performance share plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Unicharm Corp.	8113	Japan	25/03/2022	Amend Articles to: (Japan)	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet			Against	Against	A vote AGAINST this proposal is warranted because: * It is not in shareholders' interest to effectively give the board carte blanche to engage in any lawful business activities, which would divert management's time and resources away from the core business.
Unicharm Corp.	8113	Japan	25/03/2022	Elect Director	Elect Director Takahara, Takahisa			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Unicharm Corp.	8113	Japan	25/03/2022	Elect Director	Elect Director Mori, Shinji			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Unicharm Corp.	8113	Japan	25/03/2022	Elect Director	Elect Director Hikosaka, Toshifumi			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi UFJ Financial Group, Inc.	8306	Japan	29/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 14.5			For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Mitsubishi UFJ Financial Group, Inc.	8306	Japan	29/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet			For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Mitsubishi UFJ Financial Group, Inc.	8306	Japan	29/06/2022	Elect Director	Elect Director Fujii, Mariko			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi UFJ Financial Group, Inc.	8306	Japan	29/06/2022	Elect Director	Elect Director Ogura, Ritsuo			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi UFJ Financial Group, Inc.	8306	Japan	29/06/2022	Elect Director	Elect Director Miyanaga, Kenichi			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi UFJ Financial Group, Inc.	8306	Japan	29/06/2022	Elect Director	Elect Director Mike, Kanetsugu			Against	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.
Mitsubishi UFJ Financial Group, Inc.	8306	Japan	29/06/2022	Elect Director	Elect Director Kamezawa, Hironori			Against	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.
Mitsubishi UFJ Financial Group, Inc.	8306	Japan	29/06/2022	Elect Director	Elect Director Nagashima, Iwao			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi UFJ Financial Group, Inc.	8306	Japan	29/06/2022	Elect Director	Elect Director Hanzawa, Junichi			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi UFJ Financial Group, Inc.	8306	Japan	29/06/2022	Elect Director	Elect Director Kobayashi, Makoto			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi UFJ Financial Group, Inc.	8306	Japan	29/06/2022	Elect Director	Elect Director Honda, Keiko			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi UFJ Financial Group, Inc.	8306	Japan	29/06/2022	Elect Director	Elect Director Kato, Kaoru			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi UFJ Financial Group, Inc.	8306	Japan	29/06/2022	Elect Director	Elect Director Kuwabara, Satoko			For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.

Mitsubishi UFJ Financial Group, Inc.	8306	Japan	29/06/2022	Elect Director	Elect Director Toby S. Myerson	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi UFJ Financial Group, Inc.	8306	Japan	29/06/2022	Elect Director	Elect Director Nomoto, Hirofumi	Against	Against	A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence.
Mitsubishi UFJ Financial Group, Inc.	8306	Japan	29/06/2022	Elect Director	Elect Director Shingai, Yasushi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi UFJ Financial Group, Inc.	8306	Japan	29/06/2022	Elect Director	Elect Director Tsuji, Koichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi UFJ Financial Group, Inc.	8306	Japan	29/06/2022	Elect Director	Elect Director Tarisa Watanagase	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mitsubishi UFJ Financial Group, Inc.	8306	Japan	29/06/2022	Amend Ordinary Business Items	Amend Articles to Prohibit Loans to Companies Which Show Disregard for Personal Information	Against	Against	A vote AGAINST this shareholder proposal is warranted because: * The subject matter of the proposal is best left to management judgment under the oversight of the board of directors.
Mitsubishi UFJ Financial Group, Inc.	8306	Japan	29/06/2022	Amend Ordinary Business Items	Amend Articles to Prohibit Loans to Companies Involved in Defamation	Against	Against	A vote AGAINST this shareholder proposal is warranted because: * The subject matter of the proposal is best left to management judgment under the oversight of the board of directors.
Mitsubishi UFJ Financial Group, Inc.	8306	Japan	29/06/2022	Amend Ordinary Business Items	Amend Articles to Introduce Provision Concerning Learning from System Failures at Mizuho Financial Group	Against	Against	A vote AGAINST this shareholder proposal is warranted because: * The subject matter of the proposal is best left to management judgment under the oversight of the board of directors.
Sumitomo Mitsui Financial Group, Inc.	8316	Japan	29/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 105	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Sumitomo Mitsui Financial Group, Inc.	8316	Japan	29/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Sumitomo Mitsui Financial Group, Inc.	8316	Japan	29/06/2022	Elect Director	Elect Director Kunibe, Takeshi	Against	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.
Sumitomo Mitsui Financial Group, Inc.	8316	Japan	29/06/2022	Elect Director	Elect Director Arthur M. Mitchell	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Mitsui Financial Group, Inc.	8316	Japan	29/06/2022	Elect Director	Elect Director Yamazaki, Shozo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Mitsui Financial Group, Inc.	8316	Japan	29/06/2022	Elect Director	Elect Director Kono, Masaharu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Mitsui Financial Group, Inc.	8316	Japan	29/06/2022	Elect Director	Elect Director Tsutsui, Yoshinobu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Mitsui Financial Group, Inc.	8316	Japan	29/06/2022	Elect Director	Elect Director Shimbo, Katsuyoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Mitsui Financial Group, Inc.	8316	Japan	29/06/2022	Elect Director	Elect Director Sakurai, Eriko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Mitsui Financial Group, Inc.	8316	Japan	29/06/2022	Elect Director	Elect Director Ota, Jun	Against	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.
Sumitomo Mitsui Financial Group, Inc.	8316	Japan	29/06/2022	Elect Director	Elect Director Takashima, Makoto	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Mitsui Financial Group, Inc.	8316	Japan	29/06/2022	Elect Director	Elect Director Nakashima, Toru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Mitsui Financial Group, Inc.	8316	Japan	29/06/2022	Elect Director	Elect Director Kudo, Teiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Mitsui Financial Group, Inc.	8316	Japan	29/06/2022	Elect Director	Elect Director Inoue, Atsuhiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Mitsui Financial Group, Inc.	8316	Japan	29/06/2022	Elect Director	Elect Director Isshiki, Toshihiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Mitsui Financial Group, Inc.	8316	Japan	29/06/2022	Elect Director	Elect Director Kawasaki, Yasuyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sumitomo Mitsui Financial Group, Inc.	8316	Japan	29/06/2022	Elect Director	Elect Director Matsumoto, Masayuki	Against	Against	A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence.
Sumitomo Mitsui Financial Group, Inc.	8316	Japan	29/06/2022	Report on Climate Change	Amend Articles to Disclose Plan Outlining Company's Business Strategy to Align Investments with Goals of Paris Agreement	For	For	A vote FOR this proposal is warranted, as it should serve to enhance the company's current commitments to net zero activities and help ensure stronger alignment between the company's net zero goals and its policies and actions. Adoption of the resolution would also provide shareholders with a better understanding of the company's management and oversight of related risks.
Sumitomo Mitsui Financial Group, Inc.	8316	Japan	29/06/2022	GHG Emissions	Amend Articles to Disclose Measures to be Taken to Make Sure that the Company's Lending and Underwriting are Not Used for Expansion of Fossil Fuel Supply or Associated Infrastructure	Against	Against	A vote AGAINST this shareholder proposal is recommended because: * The proposed content appears too prescriptive, and is of a kind best left to management under the board's appropriate supervision, rather than incorporating it into the articles of incorporation.
Mizuho Financial Group, Inc.	8411	Japan	21/06/2022	Elect Director	Elect Director Kainaka, Tatsuo	Against	Against	A vote AGAINST this director nominee is warranted because: * As a member of the audit committee, which oversees risk management as well as compliance, the nominee should ultimately be held responsible for the repeated system failures at Mizuho Bank. * As nomination committee chair, he should be held responsible for director nominations which do not include new independent directors experienced in banking system management in spite of the system failure incidents.
Mizuho Financial Group, Inc.	8411	Japan	21/06/2022	Elect Director	Elect Director Umemiya, Makoto	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mizuho Financial Group, Inc.	8411	Japan	21/06/2022	Elect Director	Elect Director Wakabayashi, Motonori	Against	Against	A vote AGAINST this director nominee is warranted because: * As the head of the risk management group, the inside director nominee should ultimately be held responsible for the repeated system failures at Mizuho Bank.
Mizuho Financial Group, Inc.	8411	Japan	21/06/2022	Elect Director	Elect Director Kaminoyama, Nobuhiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mizuho Financial Group, Inc.	8411	Japan	21/06/2022	Elect Director	Elect Director Kobayashi, Yoshimitsu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mizuho Financial Group, Inc.	8411	Japan	21/06/2022	Elect Director	Elect Director Sato, Ryoji	Against	Against	A vote AGAINST this director nominee is warranted because: * As a member of the audit committee, which oversees risk management as well as compliance, the nominee should ultimately be held responsible for the repeated system failures at Mizuho Bank.
Mizuho Financial Group, Inc.	8411	Japan	21/06/2022	Elect Director	Elect Director Tsukikawa, Takashi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mizuho Financial Group, Inc.	8411	Japan	21/06/2022	Elect Director	Elect Director Yamamoto, Masami	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Mizuho Financial Group, Inc.	8411	Japan	21/06/2022	Elect Director	Elect Director Kobayashi, Izumi	Against	Against	A vote AGAINST this director nominee is warranted because: * As a member of the risk committee, the nominee should ultimately be held responsible for the repeated system failures at Mizuho Bank.
Mizuho Financial Group, Inc.	8411	Japan	21/06/2022	Elect Director	Elect Director Imai, Seiji	Against	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.
Mizuho Financial Group, Inc.	8411	Japan	21/06/2022	Elect Director	Elect Director Hirama, Hisaaki	Against	Against	A vote AGAINST this director nominee is warranted because: * As a member of the audit committee, which oversees risk management as well as compliance, and as the chair of the risk committee, the inside director nominee should ultimately be held responsible for the repeated system failures at Mizuho Bank.
Mizuho Financial Group, Inc.	8411	Japan	21/06/2022	Elect Director	Elect Director Kihara, Masahiro	For	For	A vote FOR this director nominee is warranted because: * There are no particular concerns about the nominee at this time.
Mizuho Financial Group, Inc.	8411	Japan	21/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
PetroChina Company Limited	857	China	9/06/2022	Accept Financial Statements and Statutory Reports	Approve Report of the Board of Directors	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
PetroChina Company Limited	857	China	9/06/2022	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	Elect Xie Jun as Director	For	For	A vote FOR nominee is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics.
PetroChina Company Limited	857	China	9/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Cai Anhui as Supervisor	For	For	A vote FOR their election is warranted given the absence of any known issues concerning the nominees.
PetroChina Company Limited	857	China	9/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Xie Haibing as Supervisor	For	For	A vote FOR their election is warranted given the absence of any known issues concerning the nominees.
PetroChina Company Limited	857	China	9/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Zhao Ying as Supervisor	For	For	A vote FOR their election is warranted given the absence of any known issues concerning the nominees.
PetroChina Company Limited	857	China	9/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Cai Yong as Supervisor	For	For	A vote FOR their election is warranted given the absence of any known issues concerning the nominees.
PetroChina Company Limited	857	China	9/06/2022	Accept Financial Statements and Statutory Reports	Approve Report of the Supervisory Committee	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
PetroChina Company Limited	857	China	9/06/2022	Accept Financial Statements and Statutory Reports	Approve Financial Report	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
PetroChina Company Limited	857	China	9/06/2022	Approve Dividends	Approve Declaration and Payment of the Final Dividends	For	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
PetroChina Company Limited	857	China	9/06/2022	Approve Special/Interim Dividends	Authorize Board to Determine the Distribution of Interim Dividends	For	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
PetroChina Company Limited	857	China	9/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as Domestic and International Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
PetroChina Company Limited	857	China	9/06/2022	Approve/Amend Loan Guarantee to Subsidiary	Approve Guarantees to be Provided to the Subsidiaries and Affiliated Companies of the Company and Relevant Authorization to the Board	Against	Against	A vote AGAINST this resolution is warranted as the company has failed to disclose pertinent details regarding this proposal.
PetroChina Company Limited	857	China	9/06/2022	Authorize Issuance of Bonds/Debentures	Approve Grant of General Mandate to the Board to Determine and Deal with the Issuance of Debt Financing Instruments	For	For	A vote FOR this proposal is warranted given the reasons stated by the board and use of proceeds.
PetroChina Company Limited	857	China	9/06/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Business Scope and Amend Articles of Association	For	For	A vote FOR this resolution is warranted given that the proposed amendments are in line with the current needs of the company and certain regulations that govern the company.
China Longyuan Power Group Corporation Limited	916	China	27/04/2022	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	Elect Ma Bingyan as Director	For	For	A vote FOR Ma Bingyan is warranted given the absence of any known issues concerning him and the company's board and committee dynamics.

China Longyuan Power Group Corporation Limited	916	China	27/04/2022	Accept Financial Statements and Statutory Reports	Approve Annual Report	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
China Longyuan Power Group Corporation Limited	916	China	22/06/2022	Authorize Issuance of Bonds/Debentures	Approve Grant of General Mandate to Apply for Registration and Issuance of Debt Financing Instruments in the PRC	For	For	A vote FOR this proposal is warranted considering the size of the debts to be issued and the company's financial position.
China Longyuan Power Group Corporation Limited	916	China	22/06/2022	Authorize Issuance of Bonds/Debentures	Approve Grant of General Mandate to Apply for Registration and Issuance of Debt Financing Instruments Overseas	For	For	A vote FOR this proposal is warranted considering the size of the debts to be issued and the company's financial position.
China Longyuan Power Group Corporation Limited	916	China	22/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Against	A vote AGAINST this resolution is warranted for the following: * The share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
China Longyuan Power Group Corporation Limited	916	China	22/06/2022	Company-Specific – Miscellaneous	Approve New Financial Services Agreement	Against	Against	A vote AGAINST this proposal is warranted because the proposed related-party transaction is a financial service agreement with the group finance company, which may expose the company to unnecessary risks.
China Longyuan Power Group Corporation Limited	916	China	22/06/2022	Accept Financial Statements and Statutory Reports	Approve Report of the Board of Directors	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
China Longyuan Power Group Corporation Limited	916	China	22/06/2022	Accept Financial Statements and Statutory Reports	Approve Report of the Supervisory Board	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
China Longyuan Power Group Corporation Limited	916	China	22/06/2022	Accept Financial Statements and Statutory Reports	Approve Audited Financial Statements and Final Accounts Report	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
China Longyuan Power Group Corporation Limited	916	China	22/06/2022	Approve Allocation of Income and Dividends	Approve Profit Distribution Plan	For	For	A vote FOR this resolution is warranted given that this is a reasonable request that is made in line with applicable laws in China.
China Longyuan Power Group Corporation Limited	916	China	22/06/2022	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	Approve Financial Budget Plan	Against	Against	A vote AGAINST this proposal is warranted due to lack of disclosure.
China Longyuan Power Group Corporation Limited	916	China	22/06/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration Plan for Directors and Supervisors	For	For	Director and supervisor fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director and supervisor remuneration at the company, a vote FOR this proposal is warranted.
China Longyuan Power Group Corporation Limited	916	China	22/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve Da Hua Certified Public Accountants (Special General Partnership) as PRC Auditor and Authorize the Audit Committee of the Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firms, their remuneration, and the way the audit was conducted.
China Longyuan Power Group Corporation Limited	916	China	22/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve Ernst & Young as International Auditor and Authorize the Audit Committee of the Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firms, their remuneration, and the way the audit was conducted.
China Construction Bank Corporation	939	China	20/12/2021	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Lin Hong as Supervisor	For	For	In the absence of any known issues relating to the nominee, a vote FOR his election is warranted.
China Construction Bank Corporation	939	China	20/12/2021	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration Distribution and Settlement Plan for Directors for the Year 2020	For	For	Director and supervisor fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director and supervisor remuneration at the company, a vote FOR these proposals is warranted.
China Construction Bank Corporation	939	China	20/12/2021	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration Distribution and Settlement Plan for Supervisors for the Year 2020	For	For	Director and supervisor fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director and supervisor remuneration at the company, a vote FOR these proposals is warranted.
China Construction Bank Corporation	939	China	20/12/2021	Approve Charitable Donations	Approve New Provisional Limit on Charitable Donations in 2021	For	For	A vote FOR this resolution is warranted given the additional donation limit will allow the bank to further support poverty alleviation initiatives in line with its corporate social responsibility.
China Construction Bank Corporation	939	China	20/12/2021	Authorize Issuance of Bonds/Debentures	Approve Issuance of Write-Down Undated Capital Bonds	For	For	A vote FOR these proposals is warranted given the reasons stated by the board and use of proceeds.
China Construction Bank Corporation	939	China	20/12/2021	Authorize Issuance of Bonds/Debentures	Approve Issuance of Qualified Write-Down Tier-2 Capital Instruments	For	For	A vote FOR these proposals is warranted given the reasons stated by the board and use of proceeds.
China Construction Bank Corporation	939	China	20/12/2021	Accept Financial Statements and Statutory Reports	Approve Report of the Board of Directors	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
China Construction Bank Corporation	939	China	23/06/2022	Elect Director	Elect Graeme Wheeler as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
China Construction Bank Corporation	939	China	23/06/2022	Elect Director	Elect Michel Madelain as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
China Construction Bank Corporation	939	China	23/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Wang Yongqing as Supervisor	For	For	In the absence of any known issues relating to the nominees, a vote FOR their election is warranted.
China Construction Bank Corporation	939	China	23/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Zhao Xijun as Supervisor	For	For	In the absence of any known issues relating to the nominees, a vote FOR their election is warranted.
China Construction Bank Corporation	939	China	23/06/2022	Amend Articles of Association Regarding Party Committee	Approve Amendments to the Articles of Association	Against	Against	A vote AGAINST is warranted because the proposed article amendments are not considered to adequately provide for accountability and transparency to shareholders.
China Construction Bank Corporation	939	China	20/12/2021	Accept Financial Statements and Statutory Reports	Approve Report of the Board of Supervisors	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
China Construction Bank Corporation	939	China	20/12/2021	Accept Financial Statements and Statutory Reports	Approve Final Financial Accounts	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
China Construction Bank Corporation	939	China	20/12/2021	Approve Allocation of Income and Dividends	Approve Profit Distribution Plan	For	For	A vote FOR this resolution is warranted given that this is a reasonable request that is made in line with applicable laws in China.
China Construction Bank Corporation	939	China	20/12/2021	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve Ernst & Young Hua Ming LLP as Domestic Auditor and Ernst & Young as International Auditor and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firms, their remuneration, and the way the audit was conducted.
China Construction Bank Corporation	939	China	20/12/2021	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	Approve Fixed Assets Investment Budget	For	For	A vote FOR this resolution is warranted given the absence of any issues relating to the investment and use of funds by the company.
China Construction Bank Corporation	939	China	23/06/2022	Elect Director	Elect Zhang Jinliang as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
China Construction Bank Corporation	939	China	23/06/2022	Elect Director	Elect Tian Bo as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
China Construction Bank Corporation	939	China	23/06/2022	Elect Director	Elect Xia Yang as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
KDDI Corp.	9433	Japan	22/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 65	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
KDDI Corp.	9433	Japan	22/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
KDDI Corp.	9433	Japan	22/06/2022	Elect Director	Elect Director Tanaka, Takashi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
KDDI Corp.	9433	Japan	22/06/2022	Elect Director	Elect Director Goto, Shigeki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
KDDI Corp.	9433	Japan	22/06/2022	Elect Director	Elect Director Tannowa, Tsutomu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
KDDI Corp.	9433	Japan	22/06/2022	Elect Director	Elect Director Okawa, Junko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
KDDI Corp.	9433	Japan	22/06/2022	Elect Director	Elect Director Takahashi, Makoto	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
KDDI Corp.	9433	Japan	22/06/2022	Elect Director	Elect Director Muramoto, Shinichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
KDDI Corp.	9433	Japan	22/06/2022	Elect Director	Elect Director Mori, Keiichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
KDDI Corp.	9433	Japan	22/06/2022	Elect Director	Elect Director Aramiya, Toshitake	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
KDDI Corp.	9433	Japan	22/06/2022	Elect Director	Elect Director Yoshihira, Kazuyuki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
KDDI Corp.	9433	Japan	22/06/2022	Elect Director	Elect Director Yamaguchi, Goro	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
KDDI Corp.	9433	Japan	22/06/2022	Elect Director	Elect Director Yamamoto, Keiji	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
KDDI Corp.	9433	Japan	22/06/2022	Elect Director	Elect Director Kano, Riyo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
KDDI Corp.	9433	Japan	22/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Edagawa, Noboru	For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
KDDI Corp.	9433	Japan	22/06/2022	Approve Restricted Stock Plan	Approve Trust-Type Equity Compensation Plan	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
KDDI Corp.	9433	Japan	22/06/2022	Approve Increase in Aggregate Compensation Ceiling for Statutory Auditors	Approve Compensation Ceiling for Statutory Auditors	For	For	A vote FOR this proposal is warranted because: * The size of the proposed ceiling cannot be regarded as high.
Biibili, Inc.	9626	Cayman Islands	1/09/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve Amendments to the Sixth Amended and Restated Memorandum of Association and Articles of Association (Class-based Resolution)	For	For	A vote FOR these resolutions is warranted given the proposed amendments are fairly comprehensive, providing shareholders with adequate safeguards against the risk exposure from the company's weighted voting rights structure.
Biibili, Inc.	9626	Cayman Islands	1/09/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve Amendments to the Sixth Amended and Restated Memorandum of Association and Articles of Association (Non-class-based Resolution)	For	For	A vote FOR these resolutions is warranted given the proposed amendments are fairly comprehensive, providing shareholders with adequate safeguards against the risk exposure from the company's weighted voting rights structure.
Biibili, Inc.	9626	Cayman Islands	1/09/2021	Change Company Name	Adopt Chinese Name as Dual Foreign Name of the Company	For	For	A vote FOR this proposal is warranted given that the company's adoption of its Chinese name as its dual foreign name is not expected to have any demonstrable effect on shareholders' rights of shareholder value.
Biibili, Inc.	9626	Cayman Islands	1/09/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
Biibili, Inc.	9626	Cayman Islands	1/09/2021	Elect Director	Elect JP Gan as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee independence.
Biibili, Inc.	9626	Cayman Islands	1/09/2021	Elect Director	Elect Eric He as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee independence.

Billibili, Inc.	9626	Cayman Islands	30/06/2022	Elect Director	Elect Feng Li as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee independence.
Billibili, Inc.	9626	Cayman Islands	30/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Against	A vote AGAINST this resolution is warranted for the following: * The share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
Billibili, Inc.	9626	Cayman Islands	30/06/2022	Authorize Share Repurchase Program	Authorize Repurchase of Issued Share Capital	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Billibili, Inc.	9626	Cayman Islands	30/06/2022	Approve Transaction with a Related Party	Approve Cloud Services Agreement, Proposed Annual Caps and Related Transactions	For	For	A vote FOR these proposals is warranted given: * the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms; and * the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.
Billibili, Inc.	9626	Cayman Islands	30/06/2022	Approve Transaction with a Related Party	Approve Collaboration Agreements, Proposed Annual Caps and Related Transactions	For	For	A vote FOR these proposals is warranted given: * the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms; and * the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.
Billibili, Inc.	9626	Cayman Islands	30/06/2022	Adopt New Articles of Association/Charter	Adopt New Articles of Association	For	For	A vote FOR this resolution is warranted given the proposed amendments would provide additional means for shareholders to participate in general meetings and are in line with the relevant rules and regulations that govern the company.
Xinyi Solar Holdings Limited	968	Cayman Islands	2/06/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
Xinyi Solar Holdings Limited	968	Cayman Islands	2/06/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
Xinyi Solar Holdings Limited	968	Cayman Islands	2/06/2022	Elect Director	Elect Lu Man Yin as Director	For	For	A vote FOR all nominees is warranted.
Xinyi Solar Holdings Limited	968	Cayman Islands	2/06/2022	Elect Director	Elect Lo Wan Sing, Vincent as Director	For	For	A vote FOR all nominees is warranted.
Xinyi Solar Holdings Limited	968	Cayman Islands	2/06/2022	Elect Director	Elect Kan E-ling, Martin as Director	For	For	A vote FOR all nominees is warranted.
Xinyi Solar Holdings Limited	968	Cayman Islands	2/06/2022	Approve Remuneration of Directors and/or Committee Members	Approve Board to Fix Remuneration of Directors	For	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.
Xinyi Solar Holdings Limited	968	Cayman Islands	2/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
Xinyi Solar Holdings Limited	968	Cayman Islands	2/06/2022	Authorize Share Repurchase Program	Authorize Repurchase of Issued Share Capital	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Xinyi Solar Holdings Limited	968	Cayman Islands	2/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
Xinyi Solar Holdings Limited	968	Cayman Islands	2/06/2022	Authorize Reissuance of Repurchased Shares	Authorize Reissuance of Repurchased Shares	Against	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
Xinyi Solar Holdings Limited	968	Cayman Islands	2/06/2022	Elect Director	Elect Leong Chong Peng as Director	For	For	A vote FOR all nominees is warranted.
Capcom Co., Ltd.	9697	Japan	23/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 28	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Capcom Co., Ltd.	9697	Japan	23/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings - Amend Provisions on Number of Directors	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Capcom Co., Ltd.	9697	Japan	23/06/2022	Elect Director	Elect Director Tsujimoto, Kenzo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Capcom Co., Ltd.	9697	Japan	23/06/2022	Elect Director	Elect Director Kotani, Wataru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Capcom Co., Ltd.	9697	Japan	23/06/2022	Elect Director	Elect Director Muto, Toshiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Capcom Co., Ltd.	9697	Japan	23/06/2022	Elect Director	Elect Director Hirose, Yumi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Capcom Co., Ltd.	9697	Japan	23/06/2022	Elect Director	Elect Director Tsujimoto, Haruhiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Capcom Co., Ltd.	9697	Japan	23/06/2022	Elect Director	Elect Director Miyazaki, Satoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Capcom Co., Ltd.	9697	Japan	23/06/2022	Elect Director	Elect Director Egawa, Yoichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Capcom Co., Ltd.	9697	Japan	23/06/2022	Elect Director	Elect Director Nomura, Kenkichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Capcom Co., Ltd.	9697	Japan	23/06/2022	Elect Director	Elect Director Ishida, Yoshinori	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Capcom Co., Ltd.	9697	Japan	23/06/2022	Elect Director	Elect Director Tsujimoto, Ryozo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Capcom Co., Ltd.	9697	Japan	23/06/2022	Elect Director	Elect Director Muraoka, Toru	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Capcom Co., Ltd.	9697	Japan	23/06/2022	Elect Director	Elect Director Mizukoshi, Yutaka	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Capcom Co., Ltd.	9697	Japan	23/06/2022	Elect Director	Elect Director and Audit Committee Member Hirao, Kazushi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Capcom Co., Ltd.	9697	Japan	23/06/2022	Elect Director	Elect Director and Audit Committee Member Iwasaki, Yoshihiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Capcom Co., Ltd.	9697	Japan	23/06/2022	Elect Director	Elect Director and Audit Committee Member Matsuo, Makoto	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Capcom Co., Ltd.	9697	Japan	23/06/2022	Elect Alternate/Deputy Directors	Elect Alternate Director and Audit Committee Member Kanamori, Hitoshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Capcom Co., Ltd.	9697	Japan	23/06/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For	A vote FOR this proposal is warranted because: * The increase is intended to introduce/increase performance-based pay. * The size of the proposed ceiling cannot be regarded as excessively high.
GDS Holdings Limited	9698	Cayman Islands	30/06/2022	Elect Director	Elect Director William Wei Huang	Against	Against	A vote AGAINST Wei (William) Huang is warranted for serving as a non-independent member of certain key board committees and for failing to establish a board on which a majority of the directors are independent directors. A vote FOR the remaining director nominees is warranted.
GDS Holdings Limited	9698	Cayman Islands	30/06/2022	Elect Director	Elect Director Bin Yu	For	For	A vote AGAINST Wei (William) Huang is warranted for serving as a non-independent member of certain key board committees and for failing to establish a board on which a majority of the directors are independent directors. A vote FOR the remaining director nominees is warranted.
GDS Holdings Limited	9698	Cayman Islands	30/06/2022	Elect Director	Elect Director Zulkifli Baharudin	For	For	A vote AGAINST Wei (William) Huang is warranted for serving as a non-independent member of certain key board committees and for failing to establish a board on which a majority of the directors are independent directors. A vote FOR the remaining director nominees is warranted.
GDS Holdings Limited	9698	Cayman Islands	30/06/2022	Ratify Auditors	Ratify KPMG Huazhen LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
GDS Holdings Limited	9698	Cayman Islands	30/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Against	A vote AGAINST this resolution is warranted for the following: * The share issuance limit is greater than 10 percent; and * The company has not specified the discount limit.
GDS Holdings Limited	9698	Cayman Islands	30/06/2022	Authorize Board to Ratify and Execute Approved Resolutions	Authorize Board to Ratify and Execute Approved Resolutions	For	For	A vote FOR this routine resolution is warranted.
SCSK Corp.	9719	Japan	23/06/2022	Amend Articles to: (Japan)	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	Against	Against	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
SCSK Corp.	9719	Japan	23/06/2022	Elect Director	Elect Director Yamano, Hideki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SCSK Corp.	9719	Japan	23/06/2022	Elect Director	Elect Director Toma, Takaaki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SCSK Corp.	9719	Japan	23/06/2022	Elect Director	Elect Director Tamefusa, Koji	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SCSK Corp.	9719	Japan	23/06/2022	Elect Director	Elect Director Fukunaga, Tetsuya	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SCSK Corp.	9719	Japan	23/06/2022	Elect Director	Elect Director Aramaki, Shunichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SCSK Corp.	9719	Japan	23/06/2022	Elect Director	Elect Director Kubo, Tetsuya	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful because outside directors are not required in the category of "directors who are not audit committee members."
SCSK Corp.	9719	Japan	23/06/2022	Elect Director	Elect Director and Audit Committee Member Shiraishi, Kazuko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SCSK Corp.	9719	Japan	23/06/2022	Elect Director	Elect Director and Audit Committee Member Miki, Yasuo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SCSK Corp.	9719	Japan	23/06/2022	Elect Director	Elect Director and Audit Committee Member Hirata, Sadayo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
SCSK Corp.	9719	Japan	23/06/2022	Approve Restricted Stock Plan	Approve Restricted Stock Plan	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
KONAMI Group Corp.	9766	Japan	28/06/2022	Amend Articles to: (Japan)	Amend Articles to Change Company Name - Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	Against	Against	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
KONAMI Group Corp.	9766	Japan	28/06/2022	Elect Director	Elect Director Kozuki, Kagemasa	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
KONAMI Group Corp.	9766	Japan	28/06/2022	Elect Director	Elect Director Higashio, Kimihiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
KONAMI Group Corp.	9766	Japan	28/06/2022	Elect Director	Elect Director Hayakawa, Hideki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
KONAMI Group Corp.	9766	Japan	28/06/2022	Elect Director	Elect Director Okita, Katsunori	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
KONAMI Group Corp.	9766	Japan	28/06/2022	Elect Director	Elect Director Matura, Yoshihiro	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Baidu, Inc.	9888	Cayman Islands	7/12/2021	Change Company Name	Approve Adoption of the Company's Dual Foreign Name	For	For	Given that it is unlikely that the name change would have a negative financial impact on the company, a vote FOR this proposal is warranted.
Baidu, Inc.	9888	Cayman Islands	7/12/2021	Adopt New Articles of Association/Charter	Adopt Amended and Restated Memorandum and Articles of Association	For	For	A vote FOR this item is warranted as the proposed amendments to the company's articles do not appear to adversely impact shareholders' rights.
Baidu, Inc.	9888	Cayman Islands	7/12/2021	Authorize Board to Ratify and Execute Approved Resolutions	Authorize Board to Deal With All Matters in Relation to the Change of Company Name and the Proposed Amendments	For	For	A vote FOR this routine resolution is warranted.
Weibo Corporation	9898	Cayman Islands	1/12/2021	Elect Director	Elect Director Charles Guowei Chao	Against	Against	A vote AGAINST non-independent director nominees Guowei (Charles) Chao and Gaofei Wang is warranted for failing to establish a majority independent board and due to the company's lack of a formal nominating committee. A vote FOR the remaining director nominee, Pochin Christopher Lu, is warranted.
Weibo Corporation	9898	Cayman Islands	1/12/2021	Elect Director	Elect Director Pochin Christopher Lu	For	For	A vote AGAINST non-independent director nominees Guowei (Charles) Chao and Gaofei Wang is warranted for failing to establish a majority independent board and due to the company's lack of a formal nominating committee. A vote FOR the remaining director nominee, Pochin Christopher Lu, is warranted.
Weibo Corporation	9898	Cayman Islands	1/12/2021	Elect Director	Elect Director Gaofei Wang	Against	Against	A vote AGAINST non-independent director nominees Guowei (Charles) Chao and Gaofei Wang is warranted for failing to establish a majority independent board and due to the company's lack of a formal nominating committee. A vote FOR the remaining director nominee, Pochin Christopher Lu, is warranted.
Trip.com Group Ltd.	9961	Cayman Islands	21/12/2021	Change Company Name	Adopt Chinese Name as Dual Foreign Name of the Company	For	For	A vote FOR this proposal is warranted given that the proposed adoption of Chinese name is not expected to have any demonstrable effect on shareholders' rights or shareholder value.

Trip.com Group Ltd.	9961	Cayman Islands	21/12/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve Third Amended and Restated Memorandum and Articles of Association	For	For	A vote FOR this resolution is warranted given the proposed amendments would provide the company with reasonable flexibility in conducting general meetings and would lengthen the notice period for general meetings.
MISUMI Group, Inc.	9962	Japan	16/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 14.71	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
MISUMI Group, Inc.	9962	Japan	16/06/2022	Amend Articles to: (Japan)	Amend Articles to Change Location of Head Office - Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
MISUMI Group, Inc.	9962	Japan	16/06/2022	Elect Director	Elect Director Nishimoto, Kosuke	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
MISUMI Group, Inc.	9962	Japan	16/06/2022	Elect Director	Elect Director Ono, Ryusai	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
MISUMI Group, Inc.	9962	Japan	16/06/2022	Elect Director	Elect Director Karatani, Tomoki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
MISUMI Group, Inc.	9962	Japan	16/06/2022	Elect Director	Elect Director Shimizu, Shigetaka	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
MISUMI Group, Inc.	9962	Japan	16/06/2022	Elect Director	Elect Director Shaochun Xu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
MISUMI Group, Inc.	9962	Japan	16/06/2022	Elect Director	Elect Director Nakano, Yoichi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
MISUMI Group, Inc.	9962	Japan	16/06/2022	Elect Director	Elect Director Shimizu, Arata	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
MISUMI Group, Inc.	9962	Japan	16/06/2022	Elect Director	Elect Director Susuki, Tomoharu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
MISUMI Group, Inc.	9962	Japan	16/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Wada, Takaki	For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
MISUMI Group, Inc.	9962	Japan	16/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Alternate Statutory Auditor Ichikawa, Shizuyo	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Alibaba Group Holding Limited	9988	Cayman Islands	17/09/2021	Elect Director	Elect Director Joseph C. Tsai	Against	Against	A vote AGAINST non-independent director nominees J. Michael (Mike) Evans and Chung Tsai (Joe, Joseph) is warranted for failing to establish a board on which a majority of the directors are independent directors.A vote AGAINST Chung Tsai (Joe, Joseph) is warranted for serving as a non-independent member of certain key board committees.A vote FOR the remaining nominee, E. Borje Ekholm, is warranted.
Alibaba Group Holding Limited	9988	Cayman Islands	17/09/2021	Elect Director	Elect Director J. Michael Evans	Against	Against	A vote AGAINST non-independent director nominees J. Michael (Mike) Evans and Chung Tsai (Joe, Joseph) is warranted for failing to establish a board on which a majority of the directors are independent directors.A vote AGAINST Chung Tsai (Joe, Joseph) is warranted for serving as a non-independent member of certain key board committees.A vote FOR the remaining nominee, E. Borje Ekholm, is warranted.
Alibaba Group Holding Limited	9988	Cayman Islands	17/09/2021	Elect Director	Elect Director E. Borje Ekholm	For	For	A vote AGAINST non-independent director nominees J. Michael (Mike) Evans and Chung Tsai (Joe, Joseph) is warranted for failing to establish a board on which a majority of the directors are independent directors.A vote AGAINST Chung Tsai (Joe, Joseph) is warranted for serving as a non-independent member of certain key board committees.A vote FOR the remaining nominee, E. Borje Ekholm, is warranted.
Alibaba Group Holding Limited	9988	Cayman Islands	17/09/2021	Ratify Auditors	Ratify PricewaterhouseCoopers as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Sundrug Co., Ltd.	9989	Japan	25/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 36	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Sundrug Co., Ltd.	9989	Japan	25/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Sundrug Co., Ltd.	9989	Japan	25/06/2022	Elect Director	Elect Director Sasaki, Hiroshi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sundrug Co., Ltd.	9989	Japan	25/06/2022	Elect Director	Elect Director Tada, Naoki	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sundrug Co., Ltd.	9989	Japan	25/06/2022	Elect Director	Elect Director Sakai, Yoshimitsu	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sundrug Co., Ltd.	9989	Japan	25/06/2022	Elect Director	Elect Director Tada, Takashi	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sundrug Co., Ltd.	9989	Japan	25/06/2022	Elect Director	Elect Director Sugjura, Nobuhiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sundrug Co., Ltd.	9989	Japan	25/06/2022	Elect Director	Elect Director Matsumoto, Masato	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sundrug Co., Ltd.	9989	Japan	25/06/2022	Elect Director	Elect Director Tsuji, Tomoko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sundrug Co., Ltd.	9989	Japan	25/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Appoint Statutory Auditor Wada, Kishiko	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
NetEase, Inc.	9999	Cayman Islands	16/06/2022	Elect Director	Elect William Lei Ding as Director	For	For	A vote FOR the proposed reelection of Lei (William) Ding, Yu-Fen (Alice) Cheng, Lun Feng, and Tze Kay (Joseph) Tong is warranted given that a majority of the board members are independent and that the board has established audit, compensation, and nominating committees composed of fully independent director. Meanwhile, a vote AGAINST Man Kit (Michael) Leung is warranted due to concerns on his suitability to serve as a director of the company.
NetEase, Inc.	9999	Cayman Islands	16/06/2022	Elect Director	Elect Alice Yu-Fen Cheng as Director	For	For	A vote FOR the proposed reelection of Lei (William) Ding, Yu-Fen (Alice) Cheng, Lun Feng, and Tze Kay (Joseph) Tong is warranted given that a majority of the board members are independent and that the board has established audit, compensation, and nominating committees composed of fully independent director. Meanwhile, a vote AGAINST Man Kit (Michael) Leung is warranted due to concerns on his suitability to serve as a director of the company.
NetEase, Inc.	9999	Cayman Islands	16/06/2022	Elect Director	Elect Joseph Tze Kay Tong as Director	For	For	A vote FOR the proposed reelection of Lei (William) Ding, Yu-Fen (Alice) Cheng, Lun Feng, and Tze Kay (Joseph) Tong is warranted given that a majority of the board members are independent and that the board has established audit, compensation, and nominating committees composed of fully independent director. Meanwhile, a vote AGAINST Man Kit (Michael) Leung is warranted due to concerns on his suitability to serve as a director of the company.
NetEase, Inc.	9999	Cayman Islands	16/06/2022	Elect Director	Elect Lun Feng as Director	For	For	A vote FOR the proposed reelection of Lei (William) Ding, Yu-Fen (Alice) Cheng, Lun Feng, and Tze Kay (Joseph) Tong is warranted given that a majority of the board members are independent and that the board has established audit, compensation, and nominating committees composed of fully independent director. Meanwhile, a vote AGAINST Man Kit (Michael) Leung is warranted due to concerns on his suitability to serve as a director of the company.
NetEase, Inc.	9999	Cayman Islands	16/06/2022	Elect Director	Elect Michael Man Kit Leung as Director	Against	Against	A vote FOR the proposed reelection of Lei (William) Ding, Yu-Fen (Alice) Cheng, Lun Feng, and Tze Kay (Joseph) Tong is warranted given that a majority of the board members are independent and that the board has established audit, compensation, and nominating committees composed of fully independent director. Meanwhile, a vote AGAINST Man Kit (Michael) Leung is warranted due to concerns on his suitability to serve as a director of the company.
NetEase, Inc.	9999	Cayman Islands	16/06/2022	Ratify Auditors	Approve Appointment of PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as Auditors	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firms, their remuneration, and the way the audit was conducted.
Agilent Technologies, Inc.	A	USA	16/03/2022	Elect Director	Elect Director Hans E. Bishop	For	For	A vote FOR the director nominees is warranted.
Agilent Technologies, Inc.	A	USA	16/03/2022	Elect Director	Elect Director Otis W. Brawley	For	For	A vote FOR the director nominees is warranted.
Agilent Technologies, Inc.	A	USA	16/03/2022	Elect Director	Elect Director Mikael Dolsten	For	For	A vote FOR the director nominees is warranted.
Agilent Technologies, Inc.	A	USA	16/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned. A majority of incentives are tied to pre-set objective measures and pay outcomes are aligned with short- and long-term performance.
Agilent Technologies, Inc.	A	USA	16/03/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Agilent Technologies, Inc.	A	USA	16/03/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For	For	A vote FOR this proposal is warranted as it is reasonable and in the best interests of shareholders, and that it will help increase the accountability of the board and management.
Airtel Africa Plc	AAF	United Kingdom	28/06/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Airtel Africa Plc	AAF	United Kingdom	28/06/2022	Elect Director	Re-elect Douglas Baillie as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Sunil Mittal are warranted for lack of diversity on the board. Further concerns for Sunil Mittal are warranted because: * Apart from his role as Non-executive Chair, Sunil Mittal is also the Executive Board Chair at Bharti Airtel Limited, which could compromise his ability to commit sufficient time to his role at the Company; * He is not considered to be independent upon appointment. Votes FOR the remaining nominees are warranted.
Airtel Africa Plc	AAF	United Kingdom	28/06/2022	Elect Director	Re-elect John Danilovich as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Sunil Mittal are warranted for lack of diversity on the board. Further concerns for Sunil Mittal are warranted because: * Apart from his role as Non-executive Chair, Sunil Mittal is also the Executive Board Chair at Bharti Airtel Limited, which could compromise his ability to commit sufficient time to his role at the Company; * He is not considered to be independent upon appointment. Votes FOR the remaining nominees are warranted.
Airtel Africa Plc	AAF	United Kingdom	28/06/2022	Elect Director	Elect Tsegbe Gebreyes as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Sunil Mittal are warranted for lack of diversity on the board. Further concerns for Sunil Mittal are warranted because: * Apart from his role as Non-executive Chair, Sunil Mittal is also the Executive Board Chair at Bharti Airtel Limited, which could compromise his ability to commit sufficient time to his role at the Company; * He is not considered to be independent upon appointment. Votes FOR the remaining nominees are warranted.
Airtel Africa Plc	AAF	United Kingdom	28/06/2022	Elect Director	Re-elect Annika Poutiainen as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Sunil Mittal are warranted for lack of diversity on the board. Further concerns for Sunil Mittal are warranted because: * Apart from his role as Non-executive Chair, Sunil Mittal is also the Executive Board Chair at Bharti Airtel Limited, which could compromise his ability to commit sufficient time to his role at the Company; * He is not considered to be independent upon appointment. Votes FOR the remaining nominees are warranted.
Airtel Africa Plc	AAF	United Kingdom	28/06/2022	Elect Director	Re-elect Ravi Rajagopal as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Sunil Mittal are warranted for lack of diversity on the board. Further concerns for Sunil Mittal are warranted because: * Apart from his role as Non-executive Chair, Sunil Mittal is also the Executive Board Chair at Bharti Airtel Limited, which could compromise his ability to commit sufficient time to his role at the Company; * He is not considered to be independent upon appointment. Votes FOR the remaining nominees are warranted.
Airtel Africa Plc	AAF	United Kingdom	28/06/2022	Elect Director	Re-elect Kelly Rosmarin as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Sunil Mittal are warranted for lack of diversity on the board. Further concerns for Sunil Mittal are warranted because: * Apart from his role as Non-executive Chair, Sunil Mittal is also the Executive Board Chair at Bharti Airtel Limited, which could compromise his ability to commit sufficient time to his role at the Company; * He is not considered to be independent upon appointment. Votes FOR the remaining nominees are warranted.
Airtel Africa Plc	AAF	United Kingdom	28/06/2022	Elect Director	Re-elect Akhil Gupta as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Sunil Mittal are warranted for lack of diversity on the board. Further concerns for Sunil Mittal are warranted because: * Apart from his role as Non-executive Chair, Sunil Mittal is also the Executive Board Chair at Bharti Airtel Limited, which could compromise his ability to commit sufficient time to his role at the Company; * He is not considered to be independent upon appointment. Votes FOR the remaining nominees are warranted.
Airtel Africa Plc	AAF	United Kingdom	28/06/2022	Elect Director	Re-elect Shrivin Bharti Mittal as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Sunil Mittal are warranted for lack of diversity on the board. Further concerns for Sunil Mittal are warranted because: * Apart from his role as Non-executive Chair, Sunil Mittal is also the Executive Board Chair at Bharti Airtel Limited, which could compromise his ability to commit sufficient time to his role at the Company; * He is not considered to be independent upon appointment. Votes FOR the remaining nominees are warranted.
Airtel Africa Plc	AAF	United Kingdom	28/06/2022	Ratify Auditors	Reappoint Deloitte LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.

Airtel Africa Plc	AAF	United Kingdom	28/06/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Airtel Africa Plc	AAF	United Kingdom	28/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted as no significant concerns have been identified.
Airtel Africa Plc	AAF	United Kingdom	28/06/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Airtel Africa Plc	AAF	United Kingdom	28/06/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Airtel Africa Plc	AAF	United Kingdom	28/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Airtel Africa Plc	AAF	United Kingdom	28/06/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Airtel Africa Plc	AAF	United Kingdom	28/06/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Airtel Africa Plc	AAF	United Kingdom	28/06/2022	Approve Remuneration Policy	Approve Remuneration Policy	Against	Against	A vote AGAINST this item is considered warranted: * The remuneration policy includes non-performance based restricted units within the compensation mix. Performance shares are also featured, which undermines the benefits typically associated with restricted shares regarding their simplicity.
Airtel Africa Plc	AAF	United Kingdom	28/06/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Airtel Africa Plc	AAF	United Kingdom	28/06/2022	Elect Director	Re-elect Sunil Bharti Mittal as Director	Against	Against	Votes AGAINST incumbent Nominating Committee chair Sunil Mittal are warranted for lack of diversity on the board. Further concerns for Sunil Mittal are warranted because: * Apart from his role as Non-executive Chair, Sunil Mittal is also the Executive Board Chair at Bharti Airtel Limited, which could compromise his ability to commit sufficient time to his role at the Company; * He is not considered to be independent upon appointment. Votes FOR the remaining nominees are warranted.
Airtel Africa Plc	AAF	United Kingdom	28/06/2022	Elect Director	Elect Olusegun Ogunsanya as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Sunil Mittal are warranted for lack of diversity on the board. Further concerns for Sunil Mittal are warranted because: * Apart from his role as Non-executive Chair, Sunil Mittal is also the Executive Board Chair at Bharti Airtel Limited, which could compromise his ability to commit sufficient time to his role at the Company; * He is not considered to be independent upon appointment. Votes FOR the remaining nominees are warranted.
Airtel Africa Plc	AAF	United Kingdom	28/06/2022	Elect Director	Re-elect Jaideep Paul as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Sunil Mittal are warranted for lack of diversity on the board. Further concerns for Sunil Mittal are warranted because: * Apart from his role as Non-executive Chair, Sunil Mittal is also the Executive Board Chair at Bharti Airtel Limited, which could compromise his ability to commit sufficient time to his role at the Company; * He is not considered to be independent upon appointment. Votes FOR the remaining nominees are warranted.
Airtel Africa Plc	AAF	United Kingdom	28/06/2022	Elect Director	Re-elect Andrew Green as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Sunil Mittal are warranted for lack of diversity on the board. Further concerns for Sunil Mittal are warranted because: * Apart from his role as Non-executive Chair, Sunil Mittal is also the Executive Board Chair at Bharti Airtel Limited, which could compromise his ability to commit sufficient time to his role at the Company; * He is not considered to be independent upon appointment. Votes FOR the remaining nominees are warranted.
Airtel Africa Plc	AAF	United Kingdom	28/06/2022	Elect Director	Re-elect Awuneba Ajumogobia as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Sunil Mittal are warranted for lack of diversity on the board. Further concerns for Sunil Mittal are warranted because: * Apart from his role as Non-executive Chair, Sunil Mittal is also the Executive Board Chair at Bharti Airtel Limited, which could compromise his ability to commit sufficient time to his role at the Company; * He is not considered to be independent upon appointment. Votes FOR the remaining nominees are warranted.
Anglo American Plc	AAL	United Kingdom	19/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Anglo American Plc	AAL	United Kingdom	19/04/2022	Elect Director	Re-elect Hilary Maxson as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Anglo American Plc	AAL	United Kingdom	19/04/2022	Elect Director	Re-elect Hixonia Nyasulu as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Anglo American Plc	AAL	United Kingdom	19/04/2022	Elect Director	Re-elect Nonkululeko Nyembezi as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Anglo American Plc	AAL	United Kingdom	19/04/2022	Elect Director	Re-elect Tony O'Neill as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Anglo American Plc	AAL	United Kingdom	19/04/2022	Elect Director	Re-elect Stephen Pearce as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Anglo American Plc	AAL	United Kingdom	19/04/2022	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Anglo American Plc	AAL	United Kingdom	19/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Anglo American Plc	AAL	United Kingdom	19/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted as no significant concerns have been identified.
Anglo American Plc	AAL	United Kingdom	19/04/2022	Approve/Amend All Employee Share Schemes	Approve Share Ownership Plan	For	For	A vote FOR this item is warranted. This Plan is for the broader employee population. It observes dilution guidelines and is not contentious.
Anglo American Plc	AAL	United Kingdom	19/04/2022	Management Climate-Related Proposal	Approve Climate Change Report	For	For	A Vote FOR the Climate Change Report is warranted. The plan features several positive aspects, including: * The Company meets expectations in terms of disclosure and governance surrounding climate change. * The Company's long-term goals have a shorter time frame than many peers (2040, as opposed to 2050). Its ambition is for carbon neutrality across operations by 2040. * Although the Scope 3 ambitions do not include a net zero target, it has provided targets to 2040, accompanied by clear descriptions of the challenges it faces and its intended actions to decrease its scope 3 targets. * There has been accelerated progress towards Scope 1 and 2 emissions reduction.
Anglo American Plc	AAL	United Kingdom	19/04/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Anglo American Plc	AAL	United Kingdom	19/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Anglo American Plc	AAL	United Kingdom	19/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Anglo American Plc	AAL	United Kingdom	19/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Anglo American Plc	AAL	United Kingdom	19/04/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Anglo American Plc	AAL	United Kingdom	19/04/2022	Approve Special/Interim Dividends	Approve Special Dividend	For	For	A vote FOR this Item is warranted.
Anglo American Plc	AAL	United Kingdom	19/04/2022	Elect Director	Elect Ian Tyler as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Anglo American Plc	AAL	United Kingdom	19/04/2022	Elect Director	Elect Duncan Wanblad as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Anglo American Plc	AAL	United Kingdom	19/04/2022	Elect Director	Re-elect Ian Ashby as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Anglo American Plc	AAL	United Kingdom	19/04/2022	Elect Director	Re-elect Marcelo Bastos as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Anglo American Plc	AAL	United Kingdom	19/04/2022	Elect Director	Re-elect Elisabeth Brinton as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Anglo American Plc	AAL	United Kingdom	19/04/2022	Elect Director	Re-elect Stuart Chambers as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
American Airlines Group Inc.	AAL	USA	8/06/2022	Elect Director	Elect Director James F. Albaugh	For	For	A vote FOR the director nominees is warranted.
American Airlines Group Inc.	AAL	USA	8/06/2022	Elect Director	Elect Director Jeffrey D. Benjamin	For	For	A vote FOR the director nominees is warranted.
American Airlines Group Inc.	AAL	USA	8/06/2022	Elect Director	Elect Director Adriane M. Brown	For	For	A vote FOR the director nominees is warranted.
American Airlines Group Inc.	AAL	USA	8/06/2022	Elect Director	Elect Director John T. Cahill	For	For	A vote FOR the director nominees is warranted.
American Airlines Group Inc.	AAL	USA	8/06/2022	Elect Director	Elect Director Michael J. Embler	For	For	A vote FOR the director nominees is warranted.
American Airlines Group Inc.	AAL	USA	8/06/2022	Elect Director	Elect Director Matthew J. Hart	For	For	A vote FOR the director nominees is warranted.
American Airlines Group Inc.	AAL	USA	8/06/2022	Elect Director	Elect Director Robert D. Isom	For	For	A vote FOR the director nominees is warranted.
American Airlines Group Inc.	AAL	USA	8/06/2022	Elect Director	Elect Director Susan D. Kronick	For	For	A vote FOR the director nominees is warranted.
American Airlines Group Inc.	AAL	USA	8/06/2022	Elect Director	Elect Director Martin H. Nesbitt	For	For	A vote FOR the director nominees is warranted.
American Airlines Group Inc.	AAL	USA	8/06/2022	Elect Director	Elect Director Denise O'Leary	For	For	A vote FOR the director nominees is warranted.
American Airlines Group Inc.	AAL	USA	8/06/2022	Elect Director	Elect Director W. Douglas Parker	For	For	A vote FOR the director nominees is warranted.
American Airlines Group Inc.	AAL	USA	8/06/2022	Elect Director	Elect Director Ray M. Robinson	For	For	A vote FOR the director nominees is warranted.
American Airlines Group Inc.	AAL	USA	8/06/2022	Elect Director	Elect Director Gregory D. Smith	For	For	A vote FOR the director nominees is warranted.
American Airlines Group Inc.	AAL	USA	8/06/2022	Elect Director	Elect Director Douglas M. Steenland	For	For	A vote FOR the director nominees is warranted.
American Airlines Group Inc.	AAL	USA	8/06/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
American Airlines Group Inc.	AAL	USA	8/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. While executive pay lacked performance conditions during the year in review, for 2022 the company will be reintroducing an annual incentive plan with objective performance metrics and half of the regular equity awards will be conditioned on multi-year performance goals.
American Airlines Group Inc.	AAL	USA	8/06/2022	Reduce Supermajority Vote Requirement	Eliminate Supermajority Vote Requirement to Amend Bylaws	For	For	A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirements would enhance shareholder rights.
American Airlines Group Inc.	AAL	USA	8/06/2022	Reduce Supermajority Vote Requirement	Eliminate Supermajority Vote Requirement to Amend All Other Provisions of the Certificate of Incorporation	For	For	A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirements would enhance shareholder rights.
American Airlines Group Inc.	AAL	USA	8/06/2022	Adopt, Renew or Amend NOL Rights Plan (NOL Pill)	Approve Tax Benefit Preservation Plan	For	For	A vote FOR this proposal is warranted. The duration of the NOL pill is reasonable, the value of the NOLs to be protected is material, and there are no significant concerns with the company's governance practices as they relate to this proposal.
American Airlines Group Inc.	AAL	USA	8/06/2022	Political Lobbying Disclosure	Report on Lobbying Payments and Policy	For	For	A vote FOR this resolution is warranted, as additional information on the company's trade association memberships, payments, and oversight, along with direct lobbying expenditures, would enable shareholders to better assess the company's comprehensive lobbying-related activities and management of related risks and opportunities.
Advance Auto Parts, Inc.	AAP	USA	19/05/2022	Elect Director	Elect Director Carla J. Bailo	For	For	A vote FOR the director nominees is warranted.
Advance Auto Parts, Inc.	AAP	USA	19/05/2022	Elect Director	Elect Director John F. Ferraro	For	For	A vote FOR the director nominees is warranted.
Advance Auto Parts, Inc.	AAP	USA	19/05/2022	Elect Director	Elect Director Thomas R. Greco	For	For	A vote FOR the director nominees is warranted.
Advance Auto Parts, Inc.	AAP	USA	19/05/2022	Elect Director	Elect Director Joan M. Hilson	For	For	A vote FOR the director nominees is warranted.
Advance Auto Parts, Inc.	AAP	USA	19/05/2022	Elect Director	Elect Director Jeffrey J. Jones, II	For	For	A vote FOR the director nominees is warranted.
Advance Auto Parts, Inc.	AAP	USA	19/05/2022	Elect Director	Elect Director Eugene I. Lee, Jr.	For	For	A vote FOR the director nominees is warranted.
Advance Auto Parts, Inc.	AAP	USA	19/05/2022	Elect Director	Elect Director Douglas A. Pertz	For	For	A vote FOR the director nominees is warranted.
Advance Auto Parts, Inc.	AAP	USA	19/05/2022	Elect Director	Elect Director Shefice R. Torres	For	For	A vote FOR the director nominees is warranted.

Advance Auto Parts, Inc.	AAP	USA	19/05/2022	Elect Director	Elect Director Nigel Travis	For	For	A vote FOR the director nominees is warranted.
Advance Auto Parts, Inc.	AAP	USA	19/05/2022	Elect Director	Elect Director Arthur L. Valdez, Jr.	For	For	A vote FOR the director nominees is warranted.
Advance Auto Parts, Inc.	AAP	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	There are concerns raised by the company's disclosure around pay program decisions. Specifically, disclosure needs improvement regarding the company's STI goal setting and equity pay mix decisions. However, there are mitigating factors for the year in review. The STI remained based on objective financial measures, and the new qualitative modifier has appropriate adjustment guardrails. Further, LTI was at least half performance-vesting and the entirety of PSUs targeted above-median performance. The company also discloses a vesting cap in the event of negative absolute TSR. On balance of these factors, a vote FOR this proposal is warranted, with caution. However, going forward, shareholders should expect more robust disclosure around pay program decisions.
Advance Auto Parts, Inc.	AAP	USA	19/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Advance Auto Parts, Inc.	AAP	USA	19/05/2022	Amend Proxy Access Right	Amend Proxy Access Right	For	For	A vote FOR this proposal is warranted as the proposed elimination of the 20-shareholder aggregation limit would improve the company's existing proxy access right for shareholders.
Apple Inc.	AAPL	USA	4/03/2022	Labor Issues - Discrimination and Miscellaneous	Report on Concealment Clauses	For	For	A vote FOR this proposal is warranted because more information on the impact that the company's standard arbitration provision has on Apple's employees may bring information to light that could result in improved recruitment, development and retention and could help the company prepare for pending federal legislation on the matter.
Apple Inc.	AAPL	USA	4/03/2022	Elect Director	Elect Director James Bell	For	For	A vote FOR the director nominees is warranted.
Apple Inc.	AAPL	USA	4/03/2022	Elect Director	Elect Director Tim Cook	For	For	A vote FOR the director nominees is warranted.
Apple Inc.	AAPL	USA	4/03/2022	Elect Director	Elect Director AI Gore	For	For	A vote FOR the director nominees is warranted.
Apple Inc.	AAPL	USA	4/03/2022	Elect Director	Elect Director Alex Gorsky	For	For	A vote FOR the director nominees is warranted.
Apple Inc.	AAPL	USA	4/03/2022	Elect Director	Elect Director Andrea Jung	For	For	A vote FOR the director nominees is warranted.
Apple Inc.	AAPL	USA	4/03/2022	Elect Director	Elect Director Art Levinson	For	For	A vote FOR the director nominees is warranted.
Apple Inc.	AAPL	USA	4/03/2022	Elect Director	Elect Director Monica Lozano	For	For	A vote FOR the director nominees is warranted.
Apple Inc.	AAPL	USA	4/03/2022	Elect Director	Elect Director Ron Sugar	For	For	A vote FOR the director nominees is warranted.
Apple Inc.	AAPL	USA	4/03/2022	Elect Director	Elect Director Sue Wagner	For	For	A vote FOR the director nominees is warranted.
Apple Inc.	AAPL	USA	4/03/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Apple Inc.	AAPL	USA	4/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted, due to concerns around equity award design and pay magnitude. While the CEO's FY21 equity award marks his first LTI award since his mega award 10 years ago, half of the \$75 million award is purely time-based, and the award would continue to vest in full in the event of his retirement. Further, the company does not disclose that the award is intended to cover multiple years of future awards, despite its large size, and CEO Cook received another sizable grant of equity after the end of the fiscal year. In addition, notwithstanding that Apple is the largest company in its peer group, other NEOs consistently receive equity awards with values that approach the median total CEO pay of peers, and CEO Cook's relatively high base salary contributes to significant STI payout opportunities.
Apple Inc.	AAPL	USA	4/03/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Apple Inc.	AAPL	USA	4/03/2022	Company-Specific--Governance-Related	Amend Articles of Incorporation to become a Social Purpose Corporation	Against	Against	A vote AGAINST this proposal is warranted, as the request for the board to amend the company's incorporating documents to become a Social Purpose Corporation does not appear to be necessary for the company to act in a responsible and sustainable way.
Apple Inc.	AAPL	USA	4/03/2022	Company-Specific -- Shareholder Miscellaneous	Approve Revision of Transparency Reports	For	For	A vote FOR this proposal is warranted, as additional information regarding the company's policies and processes regarding freedom of expression and access to information would help shareholders gauge the company's management of related reputational risk.
Apple Inc.	AAPL	USA	4/03/2022	Improve Human Rights Standards or Policies	Report on Forced Labor	For	For	A vote FOR this proposal is warranted, as increased transparency on Apple's supply chain policies and processes could help alleviate growing risks related to manufacturing in certain regions.
Apple Inc.	AAPL	USA	4/03/2022	Gender Pay Gap	Report on Median Gender/Racial Pay Gap	For	For	A vote FOR this proposal is warranted, as shareholders could benefit from the median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.
Apple Inc.	AAPL	USA	4/03/2022	Racial Equity and/or Civil Rights Audit	Report on Civil Rights Audit	For	For	A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of Apple's efforts to address the issue of any inequality in its workforce and its management of related risks.
ABB Ltd.	ABBN	Switzerland	24/03/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
ABB Ltd.	ABBN	Switzerland	24/03/2022	Ratify Auditors	Ratify KPMG AG as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
ABB Ltd.	ABBN	Switzerland	24/03/2022	Other Business	Transact Other Business (Voting)	Against	Against	A vote AGAINST is warranted because:" This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and" The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
ABB Ltd.	ABBN	Switzerland	24/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report (Non-Binding)	For	For	A vote FOR the remuneration report is warranted because the company's remuneration practices are in line with market practice and do not raise significant concerns.
ABB Ltd.	ABBN	Switzerland	24/03/2022	Approve Discharge of Management Board	Approve Discharge of Board and Senior Management	For	For	A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.
ABB Ltd.	ABBN	Switzerland	24/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of CHF 0.82 per Share	For	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
ABB Ltd.	ABBN	Switzerland	24/03/2022	Approve Reduction in Share Capital	Approve CHF 10.6 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	For	A vote FOR the proposed share capital reduction is warranted.
ABB Ltd.	ABBN	Switzerland	24/03/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	For	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
ABB Ltd.	ABBN	Switzerland	24/03/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Remuneration of Executive Committee in the Amount of CHF 45.9 Million	For	For	A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.
ABB Ltd.	ABBN	Switzerland	24/03/2022	Elect Director	Reelect Gunnar Brock as Director	For	For	A vote AGAINST the chair of the nomination committee, Peter Voser, is warranted because the board is insufficiently gender diverse.Votes FOR all the remaining board and compensation committee nominees are warranted due to a lack of concerns.
ABB Ltd.	ABBN	Switzerland	24/03/2022	Elect Director	Reelect Peter Voser as Director and Board Chairman	Against	Against	A vote AGAINST the chair of the nomination committee, Peter Voser, is warranted because the board is insufficiently gender diverse.Votes FOR all the remaining board and compensation committee nominees are warranted due to a lack of concerns.
ABB Ltd.	ABBN	Switzerland	24/03/2022	Elect Director	Reelect David Constable as Director	For	For	A vote AGAINST the chair of the nomination committee, Peter Voser, is warranted because the board is insufficiently gender diverse.Votes FOR all the remaining board and compensation committee nominees are warranted due to a lack of concerns.
ABB Ltd.	ABBN	Switzerland	24/03/2022	Elect Director	Reelect Frederico Curado as Director	For	For	A vote AGAINST the chair of the nomination committee, Peter Voser, is warranted because the board is insufficiently gender diverse.Votes FOR all the remaining board and compensation committee nominees are warranted due to a lack of concerns.
ABB Ltd.	ABBN	Switzerland	24/03/2022	Elect Director	Reelect Lars Foerberg as Director	For	For	A vote AGAINST the chair of the nomination committee, Peter Voser, is warranted because the board is insufficiently gender diverse.Votes FOR all the remaining board and compensation committee nominees are warranted due to a lack of concerns.
ABB Ltd.	ABBN	Switzerland	24/03/2022	Elect Director	Reelect Jennifer Xin-Zhe Li as Director	For	For	A vote AGAINST the chair of the nomination committee, Peter Voser, is warranted because the board is insufficiently gender diverse.Votes FOR all the remaining board and compensation committee nominees are warranted due to a lack of concerns.
ABB Ltd.	ABBN	Switzerland	24/03/2022	Elect Director	Reelect Geraldine Matchett as Director	For	For	A vote AGAINST the chair of the nomination committee, Peter Voser, is warranted because the board is insufficiently gender diverse.Votes FOR all the remaining board and compensation committee nominees are warranted due to a lack of concerns.
ABB Ltd.	ABBN	Switzerland	24/03/2022	Elect Director	Reelect David Meline as Director	For	For	A vote AGAINST the chair of the nomination committee, Peter Voser, is warranted because the board is insufficiently gender diverse.Votes FOR all the remaining board and compensation committee nominees are warranted due to a lack of concerns.
ABB Ltd.	ABBN	Switzerland	24/03/2022	Elect Director	Reelect Satish Pai as Director	For	For	A vote AGAINST the chair of the nomination committee, Peter Voser, is warranted because the board is insufficiently gender diverse.Votes FOR all the remaining board and compensation committee nominees are warranted due to a lack of concerns.
ABB Ltd.	ABBN	Switzerland	24/03/2022	Elect Director	Reelect Jacob Wallenberg as Director	For	For	A vote AGAINST the chair of the nomination committee, Peter Voser, is warranted because the board is insufficiently gender diverse.Votes FOR all the remaining board and compensation committee nominees are warranted due to a lack of concerns.
ABB Ltd.	ABBN	Switzerland	24/03/2022	Elect Member of Remuneration Committee	Reappoint David Constable as Member of the Compensation Committee	For	For	A vote AGAINST the chair of the nomination committee, Peter Voser, is warranted because the board is insufficiently gender diverse.Votes FOR all the remaining board and compensation committee nominees are warranted due to a lack of concerns.
ABB Ltd.	ABBN	Switzerland	24/03/2022	Elect Member of Remuneration Committee	Reappoint Frederico Curado as Member of the Compensation Committee	For	For	A vote AGAINST the chair of the nomination committee, Peter Voser, is warranted because the board is insufficiently gender diverse.Votes FOR all the remaining board and compensation committee nominees are warranted due to a lack of concerns.
ABB Ltd.	ABBN	Switzerland	24/03/2022	Elect Member of Remuneration Committee	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	For	For	A vote AGAINST the chair of the nomination committee, Peter Voser, is warranted because the board is insufficiently gender diverse.Votes FOR all the remaining board and compensation committee nominees are warranted due to a lack of concerns.
ABB Ltd.	ABBN	Switzerland	24/03/2022	Designate X as Independent Proxy	Designate Zehnder Bolliger & Partner as Independent Proxy	For	For	A vote AGAINST the chair of the nomination committee, Peter Voser, is warranted because the board is insufficiently gender diverse.Votes FOR all the remaining board and compensation committee nominees are warranted due to a lack of concerns.
AbbVie Inc.	ABBV	USA	6/05/2022	Elect Director	Elect Director William H.L. Burnside	For	For	A vote FOR this proposal is warranted due to a lack of concerns.
AbbVie Inc.	ABBV	USA	6/05/2022	Elect Director	Elect Director Thomas C. Freyman	For	For	A vote FOR the director nominees is warranted.
AbbVie Inc.	ABBV	USA	6/05/2022	Elect Director	Elect Director Brett J. Hart	For	For	A vote FOR the director nominees is warranted.
AbbVie Inc.	ABBV	USA	6/05/2022	Elect Director	Elect Director Edward J. Rapp	For	For	A vote FOR the director nominees is warranted.
AbbVie Inc.	ABBV	USA	6/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
AbbVie Inc.	ABBV	USA	6/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although several concerns are noted and worth monitoring, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.
AbbVie Inc.	ABBV	USA	6/05/2022	Reduce Supermajority Vote Requirement	Eliminate Supermajority Vote Requirement	For	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.
AbbVie Inc.	ABBV	USA	6/05/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
AbbVie Inc.	ABBV	USA	6/05/2022	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	For	A vote FOR this item is warranted given that it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms, the proposal applies only to future severance arrangements, leaving current agreements unaffected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.
AbbVie Inc.	ABBV	USA	6/05/2022	Review Drug Pricing or Distribution	Report on Board Oversight of Risks Related to Anticompetitive Practices	For	For	A vote FOR this proposal is warranted because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices, particularly in light of AbbVie's involvement in related controversies.
AbbVie Inc.	ABBV	USA	6/05/2022	Political Contributions Disclosure	Report on Congruency of Political Spending with Company Values and Priorities	For	For	A vote FOR this resolution is warranted, as more comprehensive information comparing the company's public policy statements and its political contributions and lobbying efforts would benefit shareholders in assessing its management of related risks.
AmerisourceBergen Corporation	ABC	USA	10/03/2022	Elect Director	Elect Director Ornella Barra	For	For	A vote FOR the director nominees is warranted.
AmerisourceBergen Corporation	ABC	USA	10/03/2022	Elect Director	Elect Director Steven H. Collis	For	For	A vote FOR the director nominees is warranted.
AmerisourceBergen Corporation	ABC	USA	10/03/2022	Elect Director	Elect Director D. Mark Durcan	For	For	A vote FOR the director nominees is warranted.
AmerisourceBergen Corporation	ABC	USA	10/03/2022	Elect Director	Elect Director Richard W. Gochnauer	For	For	A vote FOR the director nominees is warranted.

AmerisourceBergen Corporation	ABC	USA	10/03/2022	Elect Director	Elect Director Lon R. Greenberg	For	For	A vote FOR the director nominees is warranted.
AmerisourceBergen Corporation	ABC	USA	10/03/2022	Elect Director	Elect Director Jane E. Henney	For	For	A vote FOR the director nominees is warranted.
AmerisourceBergen Corporation	ABC	USA	10/03/2022	Elect Director	Elect Director Kathleen W. Hyle	For	For	A vote FOR the director nominees is warranted.
AmerisourceBergen Corporation	ABC	USA	10/03/2022	Elect Director	Elect Director Michael J. Long	For	For	A vote FOR the director nominees is warranted.
AmerisourceBergen Corporation	ABC	USA	10/03/2022	Elect Director	Elect Director Henry W. McGee	For	For	A vote FOR the director nominees is warranted.
AmerisourceBergen Corporation	ABC	USA	10/03/2022	Elect Director	Elect Director Dennis M. Nally	For	For	A vote FOR the director nominees is warranted.
AmerisourceBergen Corporation	ABC	USA	10/03/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
AmerisourceBergen Corporation	ABC	USA	10/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR the proposal is warranted, as the compensation committee demonstrated adequate responsiveness to last year's say-on-pay vote. Following feedback that negative votes were primarily driven by concerns related to the committee's approach to the impact of an opioid litigation expense accrual recorded in 2020, the company improved disclosure surrounding the issue in this year's proxy and applied negative discretion to NEOs' 2021 annual incentive payouts. In addition, CEO pay and company performance are reasonably aligned for the year in review.
AmerisourceBergen Corporation	ABC	USA	10/03/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
AmerisourceBergen Corporation	ABC	USA	10/03/2022	Use GAAP for Executive Compensation Metrics	Adopt a Policy That No Financial Metric Be Adjusted to Exclude Legal or Compliance Costs in Determining Executive Compensation	For	For	A vote FOR this proposal is warranted, in light of the significant shareholder concerns recently raised regarding the company's exclusion of certain litigation-related costs from the executive compensation program, along with the magnitude of the 2020 opioid-related litigation accrual and the continued exclusion of a similar accrual from the 2021 incentive program. Given that the proposal would provide the board with flexibility to adjust the application of the policy in individual circumstances, with an explanation to shareholders, the request is not viewed as overly prescriptive.
AmerisourceBergen Corporation	ABC	USA	10/03/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold would make the special meeting right more easily exercisable by institutional investors, while still providing protection against abuse.
ADBRI Ltd.	ABC	Australia	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted. * Financial results were better, and the board disclosed that financial budgets were achieved. * The board exercised discretion to reduce STI bonuses to the 80 percent of the award level to align better with the shareholder experience. * The 2017 LTI grant, which was capable of vesting in FY21, was assessed and performance conditions were not met, with nil vesting being appropriately aligned with shareholder outcomes. However, concerns include: * There is a medium concern identified in quantitative analysis for misalignment of remuneration and shareholder outcomes when compared with peers over the last three years. * STI bonuses for FY21 were significantly higher. * Non-disclosure of STI targets which prevents shareholders from being able to independently assess if the targets have been set with sufficient rigor. * There is an absence of minimum shareholding requirements for the CEO and executives. * Both the quantum and performance conditions associated with the MD Performance Award, separate to the LTI plan, awarded to the CEO (see Item 6).
ADBRI Ltd.	ABC	Australia	19/05/2022	Elect Director	Elect Geoff Tarrant as Director	For	For	A qualified vote FOR the re-election of Geoff Tarrant (Item 3) is warranted given he is a representative of the company's largest shareholder, whose proportional influence on the board does not exceed its shareholding. The qualification is highlight concern that the board is not majority independent at 50 percent (post AGM) although the company discloses that it is well progressed towards appointing a new independent non-executive director. A vote FOR the election of Michael Wright and Samantha Hogg (Item 4 and 5) is warranted as no material issues have been identified regarding these director nominees.
ADBRI Ltd.	ABC	Australia	19/05/2022	Elect Director	Elect Michael Wright as Director	For	For	A qualified vote FOR the re-election of Geoff Tarrant (Item 3) is warranted given he is a representative of the company's largest shareholder, whose proportional influence on the board does not exceed its shareholding. The qualification is highlight concern that the board is not majority independent at 50 percent (post AGM) although the company discloses that it is well progressed towards appointing a new independent non-executive director. A vote FOR the election of Michael Wright and Samantha Hogg (Item 4 and 5) is warranted as no material issues have been identified regarding these director nominees.
ADBRI Ltd.	ABC	Australia	19/05/2022	Elect Director	Elect Samantha Hogg as Director	For	For	A qualified vote FOR the re-election of Geoff Tarrant (Item 3) is warranted given he is a representative of the company's largest shareholder, whose proportional influence on the board does not exceed its shareholding. The qualification is highlight concern that the board is not majority independent at 50 percent (post AGM) although the company discloses that it is well progressed towards appointing a new independent non-executive director. A vote FOR the election of Michael Wright and Samantha Hogg (Item 4 and 5) is warranted as no material issues have been identified regarding these director nominees.
ADBRI Ltd.	ABC	Australia	19/05/2022	Approve Share Plan Grant	Approve Issuance of Awards to Nick Miller in Respect of the FY22-25 LTI	For	For	A vote FOR the grant of the FY22 LTI to the CEO is warranted given that the quantum and terms are consistent with market practice and shareholder interests with relative TSR, EPS growth and ROCE performance measures over a four-year performance period.
ADBRI Ltd.	ABC	Australia	19/05/2022	Approve Share Plan Grant	Approve Issuance of Awards to Nick Miller in Respect of the MD Performance Award	Against	Against	A vote AGAINST this resolution is warranted. * This grant is in addition to the CEO's STI and LTI bonuses which are well above those of market cap peers in the ASX176-200 group. * A medium concern for misalignment of pay and performance and shareholder outcomes is identified in regard to the FY21 remuneration report and this grant may exacerbate concerns for misalignment into FY22. * There is an absence of any substantive level of adequate disclosure of performance criteria pointing to concerns for the excessive discretionary or retention nature of this grant. * The absence of any meaningful financial targets highlights concern for misalignment with long-term shareholder interests.
ADBRI Ltd.	ABC	Australia	19/05/2022	Ratify Auditors	Appoint Deloitte Touche Tohmatsu as Auditor of the Company	For	For	A vote FOR the appointment of Deloitte Touche Tohmatsu as the company's auditor is warranted. The current auditor, PricewaterhouseCoopers, has been in the role for over 20 years and a new auditor is considered by the board to be appropriate.
abrdn Plc	ABDN	United Kingdom	15/03/2022	Approve Acquisition OR Issue Shares in Connection with Acquisition	Approve Acquisition of Interactive Investor Group	For	For	A vote FOR this proposal is warranted as: * The acquisition is supported by compelling strategic rationale, and * The Board unanimously supports the transaction.
abrdn Plc	ABDN	United Kingdom	15/03/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
abrdn Plc	ABDN	United Kingdom	18/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
abrdn Plc	ABDN	United Kingdom	18/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
abrdn Plc	ABDN	United Kingdom	18/05/2022	Approve/Amend Conversion of Securities	Authorise Issue of Equity in Relation to the Issue of Convertible Bonds	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Convertible Bonds and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.
abrdn Plc	ABDN	United Kingdom	18/05/2022	Approve/Amend Conversion of Securities	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Convertible Bonds	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Convertible Bonds and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.
abrdn Plc	ABDN	United Kingdom	18/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
abrdn Plc	ABDN	United Kingdom	18/05/2022	Approve Reduction/Cancellation of Share Premium Account	Approve Cancellation of Capital Redemption Reserve	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
abrdn Plc	ABDN	United Kingdom	18/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
abrdn Plc	ABDN	United Kingdom	18/05/2022	Ratify Auditors	Reappoint KPMG LLP as Auditors	For	For	A vote FOR this resolution is considered warranted at this time.
abrdn Plc	ABDN	United Kingdom	18/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
abrdn Plc	ABDN	United Kingdom	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted, as no material concerns have been identified.
abrdn Plc	ABDN	United Kingdom	18/05/2022	Elect Director	Re-elect Sir Douglas Flint as Director	For	For	A vote FOR these directors is considered warranted, as no material concerns have been identified.
abrdn Plc	ABDN	United Kingdom	18/05/2022	Elect Director	Re-elect Jonathan Asquith as Director	For	For	A vote FOR these directors is considered warranted, as no material concerns have been identified.
abrdn Plc	ABDN	United Kingdom	18/05/2022	Elect Director	Re-elect Stephen Bird as Director	For	For	A vote FOR these directors is considered warranted, as no material concerns have been identified.
abrdn Plc	ABDN	United Kingdom	18/05/2022	Elect Director	Re-elect Stephanie Bruce as Director	For	For	A vote FOR these directors is considered warranted, as no material concerns have been identified.
abrdn Plc	ABDN	United Kingdom	18/05/2022	Elect Director	Re-elect John Devine as Director	For	For	A vote FOR these directors is considered warranted, as no material concerns have been identified.
abrdn Plc	ABDN	United Kingdom	18/05/2022	Elect Director	Re-elect Brian McBride as Director	For	For	A vote FOR these directors is considered warranted, as no material concerns have been identified.
abrdn Plc	ABDN	United Kingdom	18/05/2022	Elect Director	Re-elect Cathleen Raffaeli as Director	For	For	A vote FOR these directors is considered warranted, as no material concerns have been identified.
abrdn Plc	ABDN	United Kingdom	18/05/2022	Elect Director	Re-elect Cecilia Reyes as Director	For	For	A vote FOR these directors is considered warranted, as no material concerns have been identified.
abrdn Plc	ABDN	United Kingdom	18/05/2022	Elect Director	Elect Catherine Bradley as Director	For	For	A vote FOR these directors is considered warranted, as no material concerns have been identified.
abrdn Plc	ABDN	United Kingdom	18/05/2022	Elect Director	Elect Hannah Grove as Director	For	For	A vote FOR these directors is considered warranted, as no material concerns have been identified.
abrdn Plc	ABDN	United Kingdom	18/05/2022	Elect Director	Elect Pam Kaur as Director	For	For	A vote FOR these directors is considered warranted, as no material concerns have been identified.
abrdn Plc	ABDN	United Kingdom	18/05/2022	Elect Director	Elect Michael O'Brien as Director	For	For	A vote FOR these directors is considered warranted, as no material concerns have been identified.
abrdn Plc	ABDN	United Kingdom	18/05/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
abrdn Plc	ABDN	United Kingdom	18/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Associated British Foods Plc	ABF	United Kingdom	10/12/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Associated British Foods Plc	ABF	United Kingdom	10/12/2021	Elect Director	Elect Dame Heather Rabbatts as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Associated British Foods Plc	ABF	United Kingdom	10/12/2021	Elect Director	Re-elect Richard Reid as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Associated British Foods Plc	ABF	United Kingdom	10/12/2021	Elect Director	Re-elect George Weston as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Associated British Foods Plc	ABF	United Kingdom	10/12/2021	Ratify Auditors	Reappoint Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Associated British Foods Plc	ABF	United Kingdom	10/12/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.

Associated British Foods Plc	ABF	United Kingdom	10/12/2021	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Associated British Foods Plc	ABF	United Kingdom	10/12/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Associated British Foods Plc	ABF	United Kingdom	10/12/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Associated British Foods Plc	ABF	United Kingdom	10/12/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Associated British Foods Plc	ABF	United Kingdom	10/12/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Associated British Foods Plc	ABF	United Kingdom	10/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST this item is considered warranted because: "The Remuneration Committee has exercised discretion to override the anticipated formulaic outcomes of performance targets applicable to in-flight awards made under the 2018 LTIP, which were not scheduled to vest given the impact of COVID-19 on the Company's financials. Rather than utilise the original EPS performance targets, awards have been informed by a highly subjective performance framework, with the final vesting level of awards determined by the ultimate discretion of the Remuneration Committee. This has resulted in 40% of the shares originally awarded vesting, valued at GBP 752,000 for the CEO and GBP 495,000 for the CFO.
Associated British Foods Plc	ABF	United Kingdom	10/12/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Associated British Foods Plc	ABF	United Kingdom	10/12/2021	Elect Director	Re-elect Emma Adamo as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Associated British Foods Plc	ABF	United Kingdom	10/12/2021	Elect Director	Re-elect Graham Allan as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Associated British Foods Plc	ABF	United Kingdom	10/12/2021	Elect Director	Re-elect John Bason as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Associated British Foods Plc	ABF	United Kingdom	10/12/2021	Elect Director	Re-elect Ruth Cairnie as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Associated British Foods Plc	ABF	United Kingdom	10/12/2021	Elect Director	Re-elect Wolfhart Hauser as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Associated British Foods Plc	ABF	United Kingdom	10/12/2021	Elect Director	Re-elect Michael McLintock as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Airbnb, Inc.	ABNB	USA	1/06/2022	Elect Director	Elect Director Amrita Ahuja	For	For	WITHHOLD votes are warranted for director nominee Joseph (Joe) Gebbia and Jeffrey (Jeff) Jordan given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure, the classified board, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee, Amrita Ahuja, is warranted.
Airbnb, Inc.	ABNB	USA	1/06/2022	Elect Director	Elect Director Joseph Gebbia	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Joseph (Joe) Gebbia and Jeffrey (Jeff) Jordan given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure, the classified board, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee, Amrita Ahuja, is warranted.
Airbnb, Inc.	ABNB	USA	1/06/2022	Elect Director	Elect Director Jeffrey Jordan	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Joseph (Joe) Gebbia and Jeffrey (Jeff) Jordan given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure, the classified board, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee, Amrita Ahuja, is warranted.
Airbnb, Inc.	ABNB	USA	1/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Airbnb, Inc.	ABNB	USA	1/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. The CEO's pay decreased significantly from the prior year and the other NEOs' compensation primarily consists of long-term equity awards. However, the primarily subjective nature of the annual incentive plan and lack of performance criteria in the long-term incentive plan warrant further monitoring.
Abacus Property Group	ABP	Australia	17/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted given the structure is unchanged from the prior years. The remuneration structure is unorthodox in not having true "long-term" targets. Other factors include: "STI bonus paid the managing director was substantial in FY21 but aligned with financial performance as the company's funds from operations (FFO) exceeded the target opportunity by 12.8 percent which is the primary basis for the managing director's bonus payout. However, the company's target FFO (\$120.9 million) is lower than prior year FFO (\$124.6 million); and" The company is moving from the Deferred Variable Incentive Plan to a long-term incentive award in FY22 and will introduce deferral of a portion of short-term incentive outcomes for KMP executives, which is a step forward to better governance practice and align with long-term shareholder interests. The qualification is to highlight the high level of concern identified in the quantitative pay-for-performance analysis. The managing director's fixed remuneration increased by 16.5 percent during the year and the STI bonus exceeds 2.67 times the median of market cap. Securityholders will seek an improvement in transparency as there is a continued absence of disclosure on quantified and specific hurdles (threshold, target and maximum) for most of the performance measures to make the link between pay and performance more apparent.
Abacus Property Group	ABP	Australia	17/11/2021	Elect Director	Elect Mark Bloom as Director	For	For	A qualified vote FOR the election of Mark Bloom (Item 3.1) is warranted. Although he serves as a non-independent member of the audit and risk committee, the board and key committees remain majority independent. A vote FOR the re-election of Mark Haberlin (Item 3.2) is warranted as no material issues have been identified regarding board and committee composition resulting from his nominations, nor any wider corporate governance concerns.
Abacus Property Group	ABP	Australia	17/11/2021	Elect Director	Elect Mark Haberlin as Director	For	For	A qualified vote FOR the election of Mark Bloom (Item 3.1) is warranted. Although he serves as a non-independent member of the audit and risk committee, the board and key committees remain majority independent. A vote FOR the re-election of Mark Haberlin (Item 3.2) is warranted as no material issues have been identified regarding board and committee composition resulting from his nominations, nor any wider corporate governance concerns.
Abacus Property Group	ABP	Australia	17/11/2021	Approve Share Plan Grant	Approve Grant of Security Acquisition Rights to Steven Sewell	For	For	A vote FOR the grant of rights to the managing director is warranted. The company moved from a Deferred Variable Incentive Plan to a LTI award, which appears to be reasonably aligned with shareholder interests with a well disclosed and rigorous target. Concerns are raised on the provision of a dividend equalisation payment at the end of the performance period in respect of LTI awards that ultimately vest, which is inconsistent with good governance and market expectations. In addition, the board's discretion to provide securities or a cash equivalent payment to the managing director is not aligned with long-term shareholder interests.
Abacus Property Group	ABP	Australia	17/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Constitution of Each Company	Against	Against	A vote AGAINST these resolutions is warranted due to the following: " The proposed new constitution includes wording that could permit general meetings to be held by virtual-only means;" While there is recognition of the benefits of increased participation at securityholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meetings, and the wording proposed in the amendments may allow this. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and securityholders;" It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic. However, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to securityholders in approving this provision at present; and" Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of securityholders.
Abacus Property Group	ABP	Australia	17/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Constitution of Each Trust	Against	Against	A vote AGAINST these resolutions is warranted due to the following: " The proposed new constitution includes wording that could permit general meetings to be held by virtual-only means;" While there is recognition of the benefits of increased participation at securityholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meetings, and the wording proposed in the amendments may allow this. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and securityholders;" It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic. However, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to securityholders in approving this provision at present; and" Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of securityholders.
Abbott Laboratories	ABT	USA	29/04/2022	Elect Director	Elect Director Robert J. Alpern	For	For	A vote FOR the director nominees is warranted.
Abbott Laboratories	ABT	USA	29/04/2022	Elect Director	Elect Director Daniel J. Starks	For	For	A vote FOR the director nominees is warranted.
Abbott Laboratories	ABT	USA	29/04/2022	Elect Director	Elect Director John G. Stratton	For	For	A vote FOR the director nominees is warranted.
Abbott Laboratories	ABT	USA	29/04/2022	Elect Director	Elect Director Glenn F. Tilton	For	For	A vote FOR the director nominees is warranted.
Abbott Laboratories	ABT	USA	29/04/2022	Elect Director	Elect Director Sally E. Blount	For	For	A vote FOR the director nominees is warranted.
Abbott Laboratories	ABT	USA	29/04/2022	Elect Director	Elect Director Robert B. Ford	For	For	A vote FOR the director nominees is warranted.
Abbott Laboratories	ABT	USA	29/04/2022	Elect Director	Elect Director Paola Gonzalez	For	For	A vote FOR the director nominees is warranted.
Abbott Laboratories	ABT	USA	29/04/2022	Elect Director	Elect Director Michelle A. Kumbler	For	For	A vote FOR the director nominees is warranted.
Abbott Laboratories	ABT	USA	29/04/2022	Elect Director	Elect Director Darren W. McDew	For	For	A vote FOR the director nominees is warranted.
Abbott Laboratories	ABT	USA	29/04/2022	Elect Director	Elect Director Nancy McKinstry	For	For	A vote FOR the director nominees is warranted.
Abbott Laboratories	ABT	USA	29/04/2022	Elect Director	Elect Director William A. Osborn	For	For	A vote FOR the director nominees is warranted.
Abbott Laboratories	ABT	USA	29/04/2022	Elect Director	Elect Director Michael F. Roman	For	For	A vote FOR the director nominees is warranted.
Abbott Laboratories	ABT	USA	29/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Abbott Laboratories	ABT	USA	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. The majority of pay is conditioned on objective financial performance metrics resulting in an alignment between CEO pay and company performance.
Abbott Laboratories	ABT	USA	29/04/2022	Amend Articles/Bylaws/Charter -- Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.
Abbott Laboratories	ABT	USA	29/04/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
Abbott Laboratories	ABT	USA	29/04/2022	Adopt Policy on 10b5-1 Trading Plans	Adopt Policy on 10b5-1 Plans	For	For	A vote FOR the proposal is warranted. The proposed safeguards would improve the principles of the 10b5-1 plans held by the company and are not considered overly burdensome.

Abbott Laboratories	ABT	USA	29/04/2022	Political Lobbying Disclosure	Report on Lobbying Payments and Policy	For	For	A vote FOR this proposal is warranted as a more comprehensive disclosure of the company's lobbying-related oversight mechanisms and trade association payments would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.
Abbott Laboratories	ABT	USA	29/04/2022	Product Toxicity and Safety	Report on Public Health Costs of Antimicrobial Resistance	For	For	A vote FOR this proposal is warranted for the following reasons: * Additional disclosure would benefit shareholders by increasing transparency regarding the company's efforts to address the risks related to the use of antimicrobial products; and * Disclosure of the requested information would serve to provide greater assurance to shareholders that the firm's initiatives and practices sufficiently guard against potential financial, litigation and operational risks to the firm.
Adore Beauty Group Ltd.	ABY	Australia	12/11/2021	Elect Director	Elect James Height as Director	Against	Against	A vote AGAINST the (re)election of James Height is warranted because he is a one of the executive directors on a board that is not majority independent. Australian governance standards do not support multiple executive directors serving on a non-majority independent board.
Adore Beauty Group Ltd.	ABY	Australia	12/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote AGAINST the (re)election of James Height is warranted because he is a one of the executive directors on a board that is not majority independent. Australian governance standards do not support multiple executive directors serving on a non-majority independent board.
Credit Agricole SA	ACA	France	24/05/2022	Accept Financial Statements and Statutory Reports	Approve Financial Statements and Statutory Reports	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Credit Agricole SA	ACA	France	24/05/2022	Elect Director	Reelect Dominique Lefebvre as Director	Against	Against	A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 7). Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 8-13).
Credit Agricole SA	ACA	France	24/05/2022	Elect Director	Reelect Pierre Cambefort as Director	Against	Against	A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 7). Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 8-13).
Credit Agricole SA	ACA	France	24/05/2022	Elect Director	Reelect Jean-Pierre Gaillard as Director	Against	Against	A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 7). Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 8-13).
Credit Agricole SA	ACA	France	24/05/2022	Elect Director	Reelect Jean-Paul Kerrien as Director	Against	Against	A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 7). Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 8-13).
Credit Agricole SA	ACA	France	24/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Chairman of the Board	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Credit Agricole SA	ACA	France	24/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of CEO	For	For	Votes FOR these remuneration policies are warranted, although the following concerns are raised: * The CEO's bonus, and the CEO and Vice-CEO's LTIPs' vesting scales allow for compensatory effects; * The LTIP performance conditions are deemed to lack stringency; * The Vice-CEO's termination package is not subject to performance conditions; * The CEO's termination payment is only partially subject to performance conditions, of which the stringency cannot be assessed. The main reason for support is: * The policies do not raise other concerns.
Credit Agricole SA	ACA	France	24/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Vice-CEO	For	For	Votes FOR these remuneration policies are warranted, although the following concerns are raised: * The CEO's bonus, and the CEO and Vice-CEO's LTIPs' vesting scales allow for compensatory effects; * The LTIP performance conditions are deemed to lack stringency; * The Vice-CEO's termination package is not subject to performance conditions; * The CEO's termination payment is only partially subject to performance conditions, of which the stringency cannot be assessed. The main reason for support is: * The policies do not raise other concerns.
Credit Agricole SA	ACA	France	24/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Directors	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Credit Agricole SA	ACA	France	24/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Dominique Lefebvre, Chairman of the Board	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Credit Agricole SA	ACA	France	24/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Philippe Brassac, CEO	For	For	Votes FOR these remuneration reports are warranted although the following concern is raised: * It is difficult to assess the achievement and overachievement of the bonus performance conditions; * The level of disclosure surrounding the deferred bonus decreases compared to previous year; and * The performance conditions attached to granted LTIP is deemed to lack stringency. The main reasons for support are: * There are no other concerns.
Credit Agricole SA	ACA	France	24/05/2022	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated Financial Statements and Statutory Reports	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Credit Agricole SA	ACA	France	24/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Xavier Musca, Vice-CEO	For	For	Votes FOR these remuneration reports are warranted although the following concern is raised: * It is difficult to assess the achievement and overachievement of the bonus performance conditions; * The level of disclosure surrounding the deferred bonus decreases compared to previous year; and * The performance conditions attached to granted LTIP is deemed to lack stringency. The main reasons for support are: * There are no other concerns.
Credit Agricole SA	ACA	France	24/05/2022	Remuneration-Related	Approve Compensation Report of Corporate Officers	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Credit Agricole SA	ACA	France	24/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve the Aggregate Remuneration Granted in 2021 to Senior Management, Responsible Officers and Regulated Risk-Takers	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Credit Agricole SA	ACA	France	24/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	Such share buyback programs merit a vote FOR.
Credit Agricole SA	ACA	France	24/05/2022	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4.6 Billion	For	For	Votes FOR the authorizations under Items 24 to 28 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A qualified vote FOR Item 29 is warranted because, although the company fails to provide a rationale for the proposed maximum discount (50 percent), this is mitigated by the limited circumstances under which this discount could affect the share issuance price. A vote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution.
Credit Agricole SA	ACA	France	24/05/2022	Approve Issuance of Shares for a Private Placement	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 908 Million	For	For	Votes FOR the authorizations under Items 24 to 28 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A qualified vote FOR Item 29 is warranted because, although the company fails to provide a rationale for the proposed maximum discount (50 percent), this is mitigated by the limited circumstances under which this discount could affect the share issuance price. A vote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution.
Credit Agricole SA	ACA	France	24/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 908 Million	For	For	Votes FOR the authorizations under Items 24 to 28 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A qualified vote FOR Item 29 is warranted because, although the company fails to provide a rationale for the proposed maximum discount (50 percent), this is mitigated by the limited circumstances under which this discount could affect the share issuance price. A vote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution.
Credit Agricole SA	ACA	France	24/05/2022	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 24-26, 28-29 and 32-33	For	For	Votes FOR the authorizations under Items 24 to 28 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A qualified vote FOR Item 29 is warranted because, although the company fails to provide a rationale for the proposed maximum discount (50 percent), this is mitigated by the limited circumstances under which this discount could affect the share issuance price. A vote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution.
Credit Agricole SA	ACA	France	24/05/2022	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	Votes FOR the authorizations under Items 24 to 28 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A qualified vote FOR Item 29 is warranted because, although the company fails to provide a rationale for the proposed maximum discount (50 percent), this is mitigated by the limited circumstances under which this discount could affect the share issuance price. A vote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution.
Credit Agricole SA	ACA	France	24/05/2022	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	For	Votes FOR the authorizations under Items 24 to 28 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A qualified vote FOR Item 29 is warranted because, although the company fails to provide a rationale for the proposed maximum discount (50 percent), this is mitigated by the limited circumstances under which this discount could affect the share issuance price. A vote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution.
Credit Agricole SA	ACA	France	24/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 1.05 per Share	For	For	A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.
Credit Agricole SA	ACA	France	24/05/2022	Set Global Limit for Capital Increase to Result From All Issuance Requests	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 4.6 Billion	For	For	Votes FOR the authorizations under Items 24 to 28 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A qualified vote FOR Item 29 is warranted because, although the company fails to provide a rationale for the proposed maximum discount (50 percent), this is mitigated by the limited circumstances under which this discount could affect the share issuance price. A vote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution.
Credit Agricole SA	ACA	France	24/05/2022	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	For	For	A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.
Credit Agricole SA	ACA	France	24/05/2022	Approve Qualified Employee Stock Purchase Plan	Approve Capital Issuances for Use in Employee Stock Purchase Plans	For	For	Votes FOR these proposals are warranted as they do not raise concerns.
Credit Agricole SA	ACA	France	24/05/2022	Approve Qualified Employee Stock Purchase Plan	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	For	For	Votes FOR these proposals are warranted as they do not raise concerns.
Credit Agricole SA	ACA	France	24/05/2022	Approve Reduction in Share Capital	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.
Credit Agricole SA	ACA	France	24/05/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Filing of Required Documents/Other Formalities	For	For	A vote FOR this routine item is warranted.
Credit Agricole SA	ACA	France	24/05/2022	Approve Transaction with a Related Party	Approve Transaction with les Caisses Regionales de Credit Agricole Re: Garantie Agreement	For	For	Votes FOR items 4 and 5 are warranted based on the information disclosed in the auditors' special report. A vote FOR item 6 is warranted. However, only a qualified support is recommended due to the limited disclosure on the rationale and price-setting process of the agreement.
Credit Agricole SA	ACA	France	24/05/2022	Approve Transaction with a Related Party	Approve Transaction with CACIB et CA Indosuez Wealth France Re: Tax Integration	For	For	Votes FOR items 4 and 5 are warranted based on the information disclosed in the auditors' special report. A vote FOR item 6 is warranted. However, only a qualified support is recommended due to the limited disclosure on the rationale and price-setting process of the agreement.
Credit Agricole SA	ACA	France	24/05/2022	Approve Transaction with a Related Party	Approve Transaction with FNSEA Re: Service Agreement	For	For	Votes FOR items 4 and 5 are warranted based on the information disclosed in the auditors' special report. A vote FOR item 6 is warranted. However, only a qualified support is recommended due to the limited disclosure on the rationale and price-setting process of the agreement.
Credit Agricole SA	ACA	France	24/05/2022	Elect Director	Elect Sonia Bonnet-Bernard as Director	For	For	A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 7). Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 8-13).
Credit Agricole SA	ACA	France	24/05/2022	Elect Director	Elect Hugues Brasseur as Director	Against	Against	A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 7). Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 8-13).
Credit Agricole SA	ACA	France	24/05/2022	Elect Director	Elect Eric Vial as Director	Against	Against	A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 7). Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 8-13).

Credit Agricole SA	ACA	France	24/05/2022	Company-Specific--Compensation-Related	Amend Employee Stock Purchase Plans	Against	Against	A vote AGAINST this item is proposed in the absence of concerns regarding the Board's decisions regarding employee stock purchase plans.
Accenture plc	ACN	Ireland	26/01/2022		Elect Director Jaime Ardila	For	For	A vote FOR the director nominees is warranted.
Accenture plc	ACN	Ireland	26/01/2022		Elect Director Nancy McKinstry	For	For	A vote FOR the director nominees is warranted.
Accenture plc	ACN	Ireland	26/01/2022		Elect Director Beth E. Mooney	For	For	A vote FOR the director nominees is warranted.
Accenture plc	ACN	Ireland	26/01/2022		Elect Director Gilles C. Pellisson	For	For	A vote FOR the director nominees is warranted.
Accenture plc	ACN	Ireland	26/01/2022		Elect Director Paula A. Price	For	For	A vote FOR the director nominees is warranted.
Accenture plc	ACN	Ireland	26/01/2022		Elect Director Venkata (Murthy) Renduchintala	For	For	A vote FOR the director nominees is warranted.
Accenture plc	ACN	Ireland	26/01/2022		Elect Director Arun Sarin	For	For	A vote FOR the director nominees is warranted.
Accenture plc	ACN	Ireland	26/01/2022		Elect Director Julie Sweet	For	For	A vote FOR the director nominees is warranted.
Accenture plc	ACN	Ireland	26/01/2022		Elect Director Frank K. Tang	For	For	A vote FOR the director nominees is warranted.
Accenture plc	ACN	Ireland	26/01/2022		Elect Director Tracey T. Travis	For	For	A vote FOR the director nominees is warranted.
Accenture plc	ACN	Ireland	26/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Although full disclosure of annual and long-term performance targets would benefit shareholders' assessment of the programs' rigor, both the annual and long-term incentives are sufficiently performance-based. Moreover, pay and performance are reasonably aligned at this time.
Accenture plc	ACN	Ireland	26/01/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Accenture plc	ACN	Ireland	26/01/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Accenture plc	ACN	Ireland	26/01/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Renew the Board's Authority to Issue Shares Under Irish Law	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Accenture plc	ACN	Ireland	26/01/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Accenture plc	ACN	Ireland	26/01/2022	Authorize Reissuance of Repurchased Shares	Determine Price Range for Reissuance of Treasury Shares	For	For	A vote FOR this resolution is warranted because this is a routine item for companies incorporated in Ireland, and no significant concerns have been identified.
Audinate Group Limited	ADB	Australia	20/10/2021	Elect Director	Elect Alison Ledger as Director	For	For	A qualified vote FOR the re-election of independent director Alison Ledger (Item 1) is warranted. Although disclosure shows that the company is committed to achieving several objectives to support fostering a diverse and inclusive workplace, gender diversity currently stands at 17-percent female director representation at the board level. This does not meet the guidelines of the ASX Corporate Governance Council Principles and Recommendations for larger companies in the ASX300 Index to have at least 30 percent of each gender represented on the board. In this case, the board states its intention to achieve 30-percent directors of each gender when a current director no longer seeks re-election. Whilst she is the chair of Nomination Committee, Ms Ledger's removal from the board would result in no female representation considering she is the sole female director.A vote FOR the re-election of independent director Tim Finlayson (Item 2) is warranted as no material concerns have been identified regarding board and committee composition resulting from his nomination.
Audinate Group Limited	ADB	Australia	20/10/2021	Elect Director	Elect Tim Finlayson as Director	For	For	A qualified vote FOR the re-election of independent director Alison Ledger (Item 1) is warranted. Although disclosure shows that the company is committed to achieving several objectives to support fostering a diverse and inclusive workplace, gender diversity currently stands at 17-percent female director representation at the board level. This does not meet the guidelines of the ASX Corporate Governance Council Principles and Recommendations for larger companies in the ASX300 Index to have at least 30 percent of each gender represented on the board. In this case, the board states its intention to achieve 30-percent directors of each gender when a current director no longer seeks re-election. Whilst she is the chair of Nomination Committee, Ms Ledger's removal from the board would result in no female representation considering she is the sole female director.A vote FOR the re-election of independent director Tim Finlayson (Item 2) is warranted as no material concerns have been identified regarding board and committee composition resulting from his nomination.
Audinate Group Limited	ADB	Australia	20/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report (Item 3) is warranted as no material misalignment between pay and performance and shareholder outcomes has been observed. Qualification is to highlight the following: "The continued absence of disclosure on specific and quantified targets for the STI plan and on the weighting of each performance hurdle;" Substantial bonus payment was made despite being recipient of COVID-19 related support from government; and" There is no deferral mechanism attached to the STI plan, which inconsistent with accepted market practice for similar-sized ASX-listed companies.
Audinate Group Limited	ADB	Australia	20/10/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Aidan Williams	For	For	A qualified vote FOR the grant of LTI awards to the CEO is warranted.* No material concerns are noted regarding the grant which is consistent with shareholder interests and market practice.* The proposed grant of performance rights has an appropriate three-year performance period and.* No retesting is allowed.Qualification is to highlight that there currently is no hurdle linked to outperformance relative to peers for the LTI which raises the possibility that executives are rewarded for factors resulting from market movements instead of significant outperformance against peers. It is common market practice for at least 50 percent of the LTI award to be subject to a relative performance condition.
Audinate Group Limited	ADB	Australia	20/10/2021	Approve or Amend Severance Agreements/Change-in-Control Agreements	Approve Pro-rata Vesting of Performance Rights to Aidan Williams	For	For	A vote FOR this item is warranted. The terms of the proposed equity plan are not problematic, and the termination benefits do not deviate from market norms and expectations.
Adobe Inc.	ADBE	USA	14/04/2022		Elect Director Amy Banse	For	For	A vote FOR the director nominees is warranted.
Adobe Inc.	ADBE	USA	14/04/2022		Elect Director Brett Biggs	For	For	A vote FOR the director nominees is warranted.
Adobe Inc.	ADBE	USA	14/04/2022		Elect Director Melanie Boulden	For	For	A vote FOR the director nominees is warranted.
Adobe Inc.	ADBE	USA	14/04/2022		Elect Director Frank Calderoni	For	For	A vote FOR the director nominees is warranted.
Adobe Inc.	ADBE	USA	14/04/2022		Elect Director Laura Desmond	For	For	A vote FOR the director nominees is warranted.
Adobe Inc.	ADBE	USA	14/04/2022		Elect Director Shantanu Narayen	For	For	A vote FOR the director nominees is warranted.
Adobe Inc.	ADBE	USA	14/04/2022		Elect Director Spencer Neumann	For	For	A vote FOR the director nominees is warranted.
Adobe Inc.	ADBE	USA	14/04/2022		Elect Director Kathleen Oberg	For	For	A vote FOR the director nominees is warranted.
Adobe Inc.	ADBE	USA	14/04/2022		Elect Director Dheeraj Pandey	For	For	A vote FOR the director nominees is warranted.
Adobe Inc.	ADBE	USA	14/04/2022		Elect Director David Ricks	For	For	A vote FOR the director nominees is warranted.
Adobe Inc.	ADBE	USA	14/04/2022		Elect Director Daniel Rosensweig	For	For	A vote FOR the director nominees is warranted.
Adobe Inc.	ADBE	USA	14/04/2022		Elect Director John Warnock	For	For	A vote FOR the director nominees is warranted.
Adobe Inc.	ADBE	USA	14/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Adobe Inc.	ADBE	USA	14/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Annual and long-term awards are primarily performance based, and performance awards utilize a multi-year performance period. However, concerns remain regarding the lack of disclosed specific annual incentive targets and the addition of equity awards with an annual performance period.
Analog Devices, Inc.	ADI	USA	9/03/2022		Elect Director Ray Stata	For	For	A vote FOR the director nominees is warranted.
Analog Devices, Inc.	ADI	USA	9/03/2022		Elect Director Vincent Roche	For	For	A vote FOR the director nominees is warranted.
Analog Devices, Inc.	ADI	USA	9/03/2022		Elect Director James A. Champy	For	For	A vote FOR the director nominees is warranted.
Analog Devices, Inc.	ADI	USA	9/03/2022		Elect Director Anantha P. Chandrakasan	For	For	A vote FOR the director nominees is warranted.
Analog Devices, Inc.	ADI	USA	9/03/2022		Elect Director Tunde Doluca	For	For	A vote FOR the director nominees is warranted.
Analog Devices, Inc.	ADI	USA	9/03/2022		Elect Director Bruce R. Evans	For	For	A vote FOR the director nominees is warranted.
Analog Devices, Inc.	ADI	USA	9/03/2022		Elect Director Edward H. Frank	For	For	A vote FOR the director nominees is warranted.
Analog Devices, Inc.	ADI	USA	9/03/2022		Elect Director Laurie H. Glimcher	For	For	A vote FOR the director nominees is warranted.
Analog Devices, Inc.	ADI	USA	9/03/2022		Elect Director Karen M. Goz	For	For	A vote FOR the director nominees is warranted.
Analog Devices, Inc.	ADI	USA	9/03/2022		Elect Director Mercedes Johnson	For	For	A vote FOR the director nominees is warranted.
Analog Devices, Inc.	ADI	USA	9/03/2022		Elect Director Kenton J. Sicchitano	For	For	A vote FOR the director nominees is warranted.
Analog Devices, Inc.	ADI	USA	9/03/2022		Elect Director Susie Wee	For	For	A vote FOR the director nominees is warranted.
Analog Devices, Inc.	ADI	USA	9/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. A large increase in CEO pay was due to a sizable special grant of performance options in FY21. While there is some concern regarding the large value of the award, it is entirely contingent on achievement of pre-set share price hurdles. The proxy also includes a robust description of the compensation committee's rationale as well as a statement that they do not intend to grant the CEO an additional special award during the performance period of this award. Additionally, although there are some goal rigor concerns, annual incentives are entirely based on pre-set financial metrics. Further, half of regular annual equity grants include performance conditions, which utilize a multi-year performance period. Although the overall pay program is sufficiently performance-based, ongoing monitoring of pay outcomes and practices are warranted.
Analog Devices, Inc.	ADI	USA	9/03/2022	Approve Qualified Employee Stock Purchase Plan	Approve Qualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted given that: "The purchase price is reasonable;" The number of shares reserved is reasonable; and" The offering period is within the limits prescribed by Section 432 of the Internal Revenue Code.
Analog Devices, Inc.	ADI	USA	9/03/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Archer-Daniels-Midland Company	ADM	USA	5/05/2022	Elect Director	Elect Director Michael S. Burke	For	For	A vote AGAINST Chair and CEO Juan Luciano and Lead Director Donald Felsinger is warranted as a signal to the board that stronger independent oversight and board management of climate and deforestation risks at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
Archer-Daniels-Midland Company	ADM	USA	5/05/2022	Elect Director	Elect Director Theodore Colbert	For	For	A vote AGAINST Chair and CEO Juan Luciano and Lead Director Donald Felsinger is warranted as a signal to the board that stronger independent oversight and board management of climate and deforestation risks at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
Archer-Daniels-Midland Company	ADM	USA	5/05/2022	Elect Director	Elect Director Terrell K. Crews	For	For	A vote AGAINST Chair and CEO Juan Luciano and Lead Director Donald Felsinger is warranted as a signal to the board that stronger independent oversight and board management of climate and deforestation risks at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
Archer-Daniels-Midland Company	ADM	USA	5/05/2022	Elect Director	Elect Director Donald E. Felsinger	Against	Against	A vote AGAINST Chair and CEO Juan Luciano and Lead Director Donald Felsinger is warranted as a signal to the board that stronger independent oversight and board management of climate and deforestation risks at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
Archer-Daniels-Midland Company	ADM	USA	5/05/2022	Elect Director	Elect Director Suzan F. Harrison	For	For	A vote AGAINST Chair and CEO Juan Luciano and Lead Director Donald Felsinger is warranted as a signal to the board that stronger independent oversight and board management of climate and deforestation risks at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.

Archer-Daniels-Midland Company	ADM	USA	5/05/2022	Elect Director	Elect Director Juan R. Luciano	Against	Against	A vote AGAINST Chair and CEO Juan Luciano and Lead Director Donald Felsing is warranted as a signal to the board that stronger independent oversight and board management of climate and deforestation risks at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
Archer-Daniels-Midland Company	ADM	USA	5/05/2022	Elect Director	Elect Director Patrick J. Moore	For	For	A vote AGAINST Chair and CEO Juan Luciano and Lead Director Donald Felsing is warranted as a signal to the board that stronger independent oversight and board management of climate and deforestation risks at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
Archer-Daniels-Midland Company	ADM	USA	5/05/2022	Elect Director	Elect Director Francisco J. Sanchez	For	For	A vote AGAINST Chair and CEO Juan Luciano and Lead Director Donald Felsing is warranted as a signal to the board that stronger independent oversight and board management of climate and deforestation risks at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
Archer-Daniels-Midland Company	ADM	USA	5/05/2022	Elect Director	Elect Director Debra A. Sandler	For	For	A vote AGAINST Chair and CEO Juan Luciano and Lead Director Donald Felsing is warranted as a signal to the board that stronger independent oversight and board management of climate and deforestation risks at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
Archer-Daniels-Midland Company	ADM	USA	5/05/2022	Elect Director	Elect Director Lei Z. Schlitz	For	For	A vote AGAINST Chair and CEO Juan Luciano and Lead Director Donald Felsing is warranted as a signal to the board that stronger independent oversight and board management of climate and deforestation risks at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
Archer-Daniels-Midland Company	ADM	USA	5/05/2022	Elect Director	Elect Director Kelvin R. Westbrook	For	For	A vote AGAINST Chair and CEO Juan Luciano and Lead Director Donald Felsing is warranted as a signal to the board that stronger independent oversight and board management of climate and deforestation risks at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
Archer-Daniels-Midland Company	ADM	USA	5/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Archer-Daniels-Midland Company	ADM	USA	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review. The majority of CEO pay remains conditioned on objective financial performance, and half of equity awards are based on a multi-year performance period.
Archer-Daniels-Midland Company	ADM	USA	5/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	Against	A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the one-year holding period requirement is not especially problematic, is consistent with SEC requirements for filing shareholder proposals, and provides a reasonable safeguard against abuse of the right.
Archer-Daniels-Midland Company	ADM	USA	5/05/2022	Product Toxicity and Safety	Report on Pesticide Use in the Company's Supply Chain	For	For	A vote FOR this proposal is warranted, as increased disclosure about steps the company is taking to reduce its synthetic pesticide use would allow investors to better understand how the company is managing related risks.
Admiral Group Plc	ADM	United Kingdom	28/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Admiral Group Plc	ADM	United Kingdom	28/04/2022	Elect Director	Re-elect Justine Roberts as Director	For	For	Items 4-7 & 9-14 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 8 A vote FOR Annette Court is warranted, although not without concern: * Annette Court has served on the Board for 10 years, the UK Code stipulates the Board Chair should not remain in post beyond nine years from the date of appointment to the Board. The main reason for support is: * Annette Court's extended tenure until March 2024 is in order to facilitate further Board continuity and succession planning.
Admiral Group Plc	ADM	United Kingdom	28/04/2022	Elect Director	Re-elect Andrew Crossley as Director	For	For	Items 4-7 & 9-14 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 8 A vote FOR Annette Court is warranted, although not without concern: * Annette Court has served on the Board for 10 years, the UK Code stipulates the Board Chair should not remain in post beyond nine years from the date of appointment to the Board. The main reason for support is: * Annette Court's extended tenure until March 2024 is in order to facilitate further Board continuity and succession planning.
Admiral Group Plc	ADM	United Kingdom	28/04/2022	Elect Director	Re-elect Michael Brierley as Director	For	For	Items 4-7 & 9-14 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 8 A vote FOR Annette Court is warranted, although not without concern: * Annette Court has served on the Board for 10 years, the UK Code stipulates the Board Chair should not remain in post beyond nine years from the date of appointment to the Board. The main reason for support is: * Annette Court's extended tenure until March 2024 is in order to facilitate further Board continuity and succession planning.
Admiral Group Plc	ADM	United Kingdom	28/04/2022	Elect Director	Re-elect Karen Green as Director	For	For	Items 4-7 & 9-14 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 8 A vote FOR Annette Court is warranted, although not without concern: * Annette Court has served on the Board for 10 years, the UK Code stipulates the Board Chair should not remain in post beyond nine years from the date of appointment to the Board. The main reason for support is: * Annette Court's extended tenure until March 2024 is in order to facilitate further Board continuity and succession planning.
Admiral Group Plc	ADM	United Kingdom	28/04/2022	Elect Director	Re-elect Jayaprakasa Rangaswami as Director	For	For	Items 4-7 & 9-14 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 8 A vote FOR Annette Court is warranted, although not without concern: * Annette Court has served on the Board for 10 years, the UK Code stipulates the Board Chair should not remain in post beyond nine years from the date of appointment to the Board. The main reason for support is: * Annette Court's extended tenure until March 2024 is in order to facilitate further Board continuity and succession planning.
Admiral Group Plc	ADM	United Kingdom	28/04/2022	Ratify Auditors	Reappoint Deloitte LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Admiral Group Plc	ADM	United Kingdom	28/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Admiral Group Plc	ADM	United Kingdom	28/04/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Admiral Group Plc	ADM	United Kingdom	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Admiral Group Plc	ADM	United Kingdom	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Admiral Group Plc	ADM	United Kingdom	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted as no material concerns have been identified.
Admiral Group Plc	ADM	United Kingdom	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Admiral Group Plc	ADM	United Kingdom	28/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Admiral Group Plc	ADM	United Kingdom	28/04/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Admiral Group Plc	ADM	United Kingdom	28/04/2022	Adopt New Articles of Association/Charter	Adopt New Articles of Association	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Admiral Group Plc	ADM	United Kingdom	28/04/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Admiral Group Plc	ADM	United Kingdom	28/04/2022	Elect Director	Elect Evelyn Bourke as Director	For	For	Items 4-7 & 9-14 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 8 A vote FOR Annette Court is warranted, although not without concern: * Annette Court has served on the Board for 10 years, the UK Code stipulates the Board Chair should not remain in post beyond nine years from the date of appointment to the Board. The main reason for support is: * Annette Court's extended tenure until March 2024 is in order to facilitate further Board continuity and succession planning.
Admiral Group Plc	ADM	United Kingdom	28/04/2022	Elect Director	Elect Bill Roberts as Director	For	For	Items 4-7 & 9-14 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 8 A vote FOR Annette Court is warranted, although not without concern: * Annette Court has served on the Board for 10 years, the UK Code stipulates the Board Chair should not remain in post beyond nine years from the date of appointment to the Board. The main reason for support is: * Annette Court's extended tenure until March 2024 is in order to facilitate further Board continuity and succession planning.
Admiral Group Plc	ADM	United Kingdom	28/04/2022	Elect Director	Re-elect Milena Mondini-de-Focattis as Director	For	For	Items 4-7 & 9-14 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 8 A vote FOR Annette Court is warranted, although not without concern: * Annette Court has served on the Board for 10 years, the UK Code stipulates the Board Chair should not remain in post beyond nine years from the date of appointment to the Board. The main reason for support is: * Annette Court's extended tenure until March 2024 is in order to facilitate further Board continuity and succession planning.
Admiral Group Plc	ADM	United Kingdom	28/04/2022	Elect Director	Re-elect Geraint Jones as Director	For	For	Items 4-7 & 9-14 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 8 A vote FOR Annette Court is warranted, although not without concern: * Annette Court has served on the Board for 10 years, the UK Code stipulates the Board Chair should not remain in post beyond nine years from the date of appointment to the Board. The main reason for support is: * Annette Court's extended tenure until March 2024 is in order to facilitate further Board continuity and succession planning.
Admiral Group Plc	ADM	United Kingdom	28/04/2022	Elect Director	Re-elect Annette Court as Director	For	For	Items 4-7 & 9-14 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 8 A vote FOR Annette Court is warranted, although not without concern: * Annette Court has served on the Board for 10 years, the UK Code stipulates the Board Chair should not remain in post beyond nine years from the date of appointment to the Board. The main reason for support is: * Annette Court's extended tenure until March 2024 is in order to facilitate further Board continuity and succession planning.
Admiral Group Plc	ADM	United Kingdom	28/04/2022	Elect Director	Re-elect Jean Park as Director	For	For	Items 4-7 & 9-14 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 8 A vote FOR Annette Court is warranted, although not without concern: * Annette Court has served on the Board for 10 years, the UK Code stipulates the Board Chair should not remain in post beyond nine years from the date of appointment to the Board. The main reason for support is: * Annette Court's extended tenure until March 2024 is in order to facilitate further Board continuity and succession planning.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Elect Director	Elect Director Peter Bisson	For	For	A vote FOR the director nominees is warranted.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Elect Director	Elect Director Richard T. Clark	For	For	A vote FOR the director nominees is warranted.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Elect Director	Elect Director Linnie M. Haynesworth	For	For	A vote FOR the director nominees is warranted.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Elect Director	Elect Director John P. Jones	For	For	A vote FOR the director nominees is warranted.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Elect Director	Elect Director Francine S. Katsoudas	For	For	A vote FOR the director nominees is warranted.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Elect Director	Elect Director Nazzic S. Keene	For	For	A vote FOR the director nominees is warranted.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Elect Director	Elect Director Thomas J. Lynch	For	For	A vote FOR the director nominees is warranted.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Elect Director	Elect Director Scott F. Powers	For	For	A vote FOR the director nominees is warranted.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Elect Director	Elect Director William J. Ready	For	For	A vote FOR the director nominees is warranted.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Elect Director	Elect Director Carlos A. Rodriguez	For	For	A vote FOR the director nominees is warranted.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Elect Director	Elect Director Sandra S. Wijnberg	For	For	A vote FOR the director nominees is warranted.

Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. Concerns are raised by the company's significant reduction in incentive target goals, as a majority of these targets were set well below the prior year's achievements, in some cases to negative levels. Although above-target incentives payouts have not resulted in a misalignment between pay and performance, the structure of the annual incentive programs also raises concerns, as strategic goals comprise a significant portion of the award and specific strategic targets and achievements remain undisclosed. Continued monitoring of goal rigor and disclosures is warranted.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Company-Specific Board-Related	Report on Workforce Engagement in Governance	Against	Against	A vote AGAINST this proposal is warranted, given that the company's current board framework and disclosures appear to be providing it with adequate oversight of its workforce issues.
Autodesk, Inc.	ADSK	USA	16/06/2022	Elect Director Andrew Anagnost	Elect Director Andrew Anagnost	For	For	A vote FOR the director nominees is warranted.
Autodesk, Inc.	ADSK	USA	16/06/2022	Elect Director	Elect Director Karen Blasing	For	For	A vote FOR the director nominees is warranted.
Autodesk, Inc.	ADSK	USA	16/06/2022	Elect Director	Elect Director Reid French	For	For	A vote FOR the director nominees is warranted.
Autodesk, Inc.	ADSK	USA	16/06/2022	Elect Director	Elect Director Ayanna Howard	For	For	A vote FOR the director nominees is warranted.
Autodesk, Inc.	ADSK	USA	16/06/2022	Elect Director	Elect Director Blake Irving	For	For	A vote FOR the director nominees is warranted.
Autodesk, Inc.	ADSK	USA	16/06/2022	Elect Director	Elect Director Mary T. McDowell	For	For	A vote FOR the director nominees is warranted.
Autodesk, Inc.	ADSK	USA	16/06/2022	Elect Director	Elect Director Stephen Milligan	For	For	A vote FOR the director nominees is warranted.
Autodesk, Inc.	ADSK	USA	16/06/2022	Elect Director	Elect Director Lorrie M. Norrington	For	For	A vote FOR the director nominees is warranted.
Autodesk, Inc.	ADSK	USA	16/06/2022	Elect Director	Elect Director Betsy Rafael	For	For	A vote FOR the director nominees is warranted.
Autodesk, Inc.	ADSK	USA	16/06/2022	Elect Director	Elect Director Stacy J. Smith	For	For	A vote FOR the director nominees is warranted.
Autodesk, Inc.	ADSK	USA	16/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Autodesk, Inc.	ADSK	USA	16/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are entirely based on financial metrics. A majority of long-term equity awards are performance-based and measured over multi-year periods.
Autodesk, Inc.	ADSK	USA	16/06/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Adyen NV	ADYEN	Netherlands	1/06/2022	Open Meeting	Open Meeting	For	For	No vote is required for this item.
Adyen NV	ADYEN	Netherlands	1/06/2022	Ratify Auditors	Ratify PwC as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Adyen NV	ADYEN	Netherlands	1/06/2022	Close Meeting	Close Meeting	For	For	No vote is required for this item.
Adyen NV	ADYEN	Netherlands	1/06/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Report of Management Board and Supervisory Board (Non-Voting)	For	For	No vote is required for this item.
Adyen NV	ADYEN	Netherlands	1/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR is warranted because the report is broadly in line with market practice and no further concerns are raised with specific pay practices. Although some shareholders might raise concerns with the absence of variable incentive plans, we note that CEO Pieter van der Does is a significant shareholder and as such ensuring alignment with shareholders already.
Adyen NV	ADYEN	Netherlands	1/06/2022	Accept Financial Statements and Statutory Reports	Adopt Financial Statements and Statutory Reports	For	For	A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
Adyen NV	ADYEN	Netherlands	1/06/2022	Miscellaneous Proposal: Company-Specific	Receive Explanation on Company's Reserves and Dividend Policy	For	For	This is a non-voting item.
Adyen NV	ADYEN	Netherlands	1/06/2022	Approve Discharge of Management Board	Approve Discharge of Management Board	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
Adyen NV	ADYEN	Netherlands	1/06/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
Adyen NV	ADYEN	Netherlands	1/06/2022	Approve Executive Appointment	Reelect Pieter Willem van der Does to Management Board	For	For	A vote FOR these elections is warranted because: * The nominees are elected for a term not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
Adyen NV	ADYEN	Netherlands	1/06/2022	Approve Executive Appointment	Reelect Roelant Prins to Management Board	For	For	A vote FOR these elections is warranted because: * The nominees are elected for a term not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
Adyen NV	ADYEN	Netherlands	1/06/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
Adyen NV	ADYEN	Netherlands	1/06/2022	Eliminate Preemptive Rights	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
Adyen NV	ADYEN	Netherlands	1/06/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow Adyen to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.
Ameren Corporation	AEE	USA	12/05/2022	Elect Director	Elect Director Warner L. Baxter	For	For	A vote FOR the director nominees is warranted.
Ameren Corporation	AEE	USA	12/05/2022	Elect Director	Elect Director Cynthia J. Brinkley	For	For	A vote FOR the director nominees is warranted.
Ameren Corporation	AEE	USA	12/05/2022	Elect Director	Elect Director Catherine S. Brune	For	For	A vote FOR the director nominees is warranted.
Ameren Corporation	AEE	USA	12/05/2022	Elect Director	Elect Director J. Edward Coleman	For	For	A vote FOR the director nominees is warranted.
Ameren Corporation	AEE	USA	12/05/2022	Elect Director	Elect Director Ward H. Dickson	For	For	A vote FOR the director nominees is warranted.
Ameren Corporation	AEE	USA	12/05/2022	Elect Director	Elect Director Noelle K. Eder	For	For	A vote FOR the director nominees is warranted.
Ameren Corporation	AEE	USA	12/05/2022	Elect Director	Elect Director Ellen M. Fitzsimmons	For	For	A vote FOR the director nominees is warranted.
Ameren Corporation	AEE	USA	12/05/2022	Elect Director	Elect Director Rafael Flores	For	For	A vote FOR the director nominees is warranted.
Ameren Corporation	AEE	USA	12/05/2022	Elect Director	Elect Director Richard J. Harshman	For	For	A vote FOR the director nominees is warranted.
Ameren Corporation	AEE	USA	12/05/2022	Elect Director	Elect Director Craig S. Ivey	For	For	A vote FOR the director nominees is warranted.
Ameren Corporation	AEE	USA	12/05/2022	Elect Director	Elect Director James C. Johnson	For	For	A vote FOR the director nominees is warranted.
Ameren Corporation	AEE	USA	12/05/2022	Elect Director	Elect Director Martin J. Lyons, Jr.	For	For	A vote FOR the director nominees is warranted.
Ameren Corporation	AEE	USA	12/05/2022	Elect Director	Elect Director Steven H. Lipstein	For	For	A vote FOR the director nominees is warranted.
Ameren Corporation	AEE	USA	12/05/2022	Elect Director	Elect Director Leo S. Mackay, Jr.	For	For	A vote FOR the director nominees is warranted.
Ameren Corporation	AEE	USA	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay is conditioned on clearly disclosed objective performance metrics.
Ameren Corporation	AEE	USA	12/05/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Ameren Corporation	AEE	USA	12/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
American Electric Power Company, Inc.	AEP	USA	26/04/2022	Elect Director	Elect Director Nicholas K. Akins	Against	Against	A vote AGAINST director nominees Nicholas Akins and Sara Tucker are warranted given the company's failure to set adequate GHG emissions reduction targets, which raises significant concerns regarding board oversight and management of climate risks at the company. A vote FOR the remaining nominees is warranted at this time.
American Electric Power Company, Inc.	AEP	USA	26/04/2022	Elect Director	Elect Director Daryl Roberts	For	For	A vote AGAINST director nominees Nicholas Akins and Sara Tucker are warranted given the company's failure to set adequate GHG emissions reduction targets, which raises significant concerns regarding board oversight and management of climate risks at the company. A vote FOR the remaining nominees is warranted at this time.
American Electric Power Company, Inc.	AEP	USA	26/04/2022	Elect Director	Elect Director Sara Martinez Tucker	Against	Against	A vote AGAINST director nominees Nicholas Akins and Sara Tucker are warranted given the company's failure to set adequate GHG emissions reduction targets, which raises significant concerns regarding board oversight and management of climate risks at the company. A vote FOR the remaining nominees is warranted at this time.
American Electric Power Company, Inc.	AEP	USA	26/04/2022	Elect Director	Elect Director Lewis Von Thær	For	For	A vote AGAINST director nominees Nicholas Akins and Sara Tucker are warranted given the company's failure to set adequate GHG emissions reduction targets, which raises significant concerns regarding board oversight and management of climate risks at the company. A vote FOR the remaining nominees is warranted at this time.
American Electric Power Company, Inc.	AEP	USA	26/04/2022	Elect Director	Elect Director David J. Anderson	For	For	A vote AGAINST director nominees Nicholas Akins and Sara Tucker are warranted given the company's failure to set adequate GHG emissions reduction targets, which raises significant concerns regarding board oversight and management of climate risks at the company. A vote FOR the remaining nominees is warranted at this time.
American Electric Power Company, Inc.	AEP	USA	26/04/2022	Elect Director	Elect Director J. Bernie Beasley, Jr.	For	For	A vote AGAINST director nominees Nicholas Akins and Sara Tucker are warranted given the company's failure to set adequate GHG emissions reduction targets, which raises significant concerns regarding board oversight and management of climate risks at the company. A vote FOR the remaining nominees is warranted at this time.
American Electric Power Company, Inc.	AEP	USA	26/04/2022	Elect Director	Elect Director Benjamin G. S. Fowke, III	For	For	A vote AGAINST director nominees Nicholas Akins and Sara Tucker are warranted given the company's failure to set adequate GHG emissions reduction targets, which raises significant concerns regarding board oversight and management of climate risks at the company. A vote FOR the remaining nominees is warranted at this time.
American Electric Power Company, Inc.	AEP	USA	26/04/2022	Elect Director	Elect Director Art A. Garcia	For	For	A vote AGAINST director nominees Nicholas Akins and Sara Tucker are warranted given the company's failure to set adequate GHG emissions reduction targets, which raises significant concerns regarding board oversight and management of climate risks at the company. A vote FOR the remaining nominees is warranted at this time.
American Electric Power Company, Inc.	AEP	USA	26/04/2022	Elect Director	Elect Director Linda A. Goodspeed	For	For	A vote AGAINST director nominees Nicholas Akins and Sara Tucker are warranted given the company's failure to set adequate GHG emissions reduction targets, which raises significant concerns regarding board oversight and management of climate risks at the company. A vote FOR the remaining nominees is warranted at this time.
American Electric Power Company, Inc.	AEP	USA	26/04/2022	Elect Director	Elect Director Sandra Beach Lin	For	For	A vote AGAINST director nominees Nicholas Akins and Sara Tucker are warranted given the company's failure to set adequate GHG emissions reduction targets, which raises significant concerns regarding board oversight and management of climate risks at the company. A vote FOR the remaining nominees is warranted at this time.
American Electric Power Company, Inc.	AEP	USA	26/04/2022	Elect Director	Elect Director Margaret M. McCarthy	For	For	A vote AGAINST director nominees Nicholas Akins and Sara Tucker are warranted given the company's failure to set adequate GHG emissions reduction targets, which raises significant concerns regarding board oversight and management of climate risks at the company. A vote FOR the remaining nominees is warranted at this time.
American Electric Power Company, Inc.	AEP	USA	26/04/2022	Elect Director	Elect Director Oliver G. Richard, III	For	For	A vote AGAINST director nominees Nicholas Akins and Sara Tucker are warranted given the company's failure to set adequate GHG emissions reduction targets, which raises significant concerns regarding board oversight and management of climate risks at the company. A vote FOR the remaining nominees is warranted at this time.
American Electric Power Company, Inc.	AEP	USA	26/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.

American Electric Power Company, Inc.	AEP	USA	26/04/2022	Authorize New Class of Preferred Stock	Authorize New Class of Preferred Stock	For	For	A vote FOR this proposal is warranted, as the company has provided sufficient reasoning for the need to amend its articles of incorporation to create and authorize for issuance a new class of preferred stock. Moreover, the preferred stock will not be issued or used for any defensive or anti-takeover purposes without prior shareholder approval.
American Electric Power Company, Inc.	AEP	USA	26/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. The majority of compensation continues to be conditioned on objective performance metrics with clearly disclosed goals under both the annual and long-term incentive plans.
The AES Corporation	AES	USA	21/04/2022	Elect Director	Elect Director Janet G. Davidson	For	For	A vote FOR the director nominees is warranted.
The AES Corporation	AES	USA	21/04/2022	Elect Director	Elect Director Teresa M. Sebastian	For	For	A vote FOR the director nominees is warranted.
The AES Corporation	AES	USA	21/04/2022	Elect Director	Elect Director Maura Shaughnessy	For	For	A vote FOR the director nominees is warranted.
The AES Corporation	AES	USA	21/04/2022	Elect Director	Elect Director Andres R. Gluski	For	For	A vote FOR the director nominees is warranted.
The AES Corporation	AES	USA	21/04/2022	Elect Director	Elect Director Tarun Khanna	For	For	A vote FOR the director nominees is warranted.
The AES Corporation	AES	USA	21/04/2022	Elect Director	Elect Director Holly K. Koepffel	For	For	A vote FOR the director nominees is warranted.
The AES Corporation	AES	USA	21/04/2022	Elect Director	Elect Director Julia M. Laulis	For	For	A vote FOR the director nominees is warranted.
The AES Corporation	AES	USA	21/04/2022	Elect Director	Elect Director James H. Miller	For	For	A vote FOR the director nominees is warranted.
The AES Corporation	AES	USA	21/04/2022	Elect Director	Elect Director Alain Monie	For	For	A vote FOR the director nominees is warranted.
The AES Corporation	AES	USA	21/04/2022	Elect Director	Elect Director John B. Morse, Jr.	For	For	A vote FOR the director nominees is warranted.
The AES Corporation	AES	USA	21/04/2022	Elect Director	Elect Director Moises Naim	For	For	A vote FOR the director nominees is warranted.
The AES Corporation	AES	USA	21/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Although a concern is noted with respect to goal rigor under the long-term incentive program, short- and long-term incentives are sufficiently performance-based and pay and performance are reasonably aligned for the year under review.
The AES Corporation	AES	USA	21/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
The AES Corporation	AES	USA	21/04/2022	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	For	A vote FOR this proposal is warranted given that the request applies only to future severance arrangements, the current agreements will not be affected, the request offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting, and it is possible for shareholders to have the ability to vote on severance amounts that exceed market norms.
Aflac Incorporated	AFL	USA	2/05/2022	Elect Director	Elect Director Daniel P. Amos	For	For	A vote FOR the director nominees is warranted.
Aflac Incorporated	AFL	USA	2/05/2022	Elect Director	Elect Director W. Paul Bowers	For	For	A vote FOR the director nominees is warranted.
Aflac Incorporated	AFL	USA	2/05/2022	Elect Director	Elect Director Arthur R. Collins	For	For	A vote FOR the director nominees is warranted.
Aflac Incorporated	AFL	USA	2/05/2022	Elect Director	Elect Director Toshihiko Fukuzawa	For	For	A vote FOR the director nominees is warranted.
Aflac Incorporated	AFL	USA	2/05/2022	Elect Director	Elect Director Thomas J. Kenny	For	For	A vote FOR the director nominees is warranted.
Aflac Incorporated	AFL	USA	2/05/2022	Elect Director	Elect Director Georgette D. Kiser	For	For	A vote FOR the director nominees is warranted.
Aflac Incorporated	AFL	USA	2/05/2022	Elect Director	Elect Director Karole F. Lloyd	For	For	A vote FOR the director nominees is warranted.
Aflac Incorporated	AFL	USA	2/05/2022	Elect Director	Elect Director Nobuchika Mori	For	For	A vote FOR the director nominees is warranted.
Aflac Incorporated	AFL	USA	2/05/2022	Elect Director	Elect Director Joseph L. Moskowitz	For	For	A vote FOR the director nominees is warranted.
Aflac Incorporated	AFL	USA	2/05/2022	Elect Director	Elect Director Barbara K. Rimer	For	For	A vote FOR the director nominees is warranted.
Aflac Incorporated	AFL	USA	2/05/2022	Elect Director	Elect Director Katherine T. Rohrer	For	For	A vote FOR the director nominees is warranted.
Aflac Incorporated	AFL	USA	2/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. The majority of CEO compensation remains conditioned on clearly disclosed financial performance objectives and CEO pay and company performance remain reasonably aligned.
Aflac Incorporated	AFL	USA	2/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
AGL Energy Limited	AGL	Australia	22/09/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted. No material disconnect between pay, performance and shareholder outcomes have been identified for the period under review. The company took steps to address shareholder concerns regarding remuneration practices which are more in line with market including:* Full disclosure of the FY21 STI performance targets providing minimum, target and maximum levels for the key financial and non-financial measures.* Board discretion applied to reduce the STI bonuses to nil for FY21 following review of the STI balanced scorecard and the company's performance, despite disclosure of executives achieving some of their non-financial performance metrics.* No fixed remuneration increases, no STI bonuses and zero LTI vesting in FY21 were aligned with shareholder outcomes.
AGL Energy Limited	AGL	Australia	22/09/2021	Elect Director	Elect Jacqueline Hey as Director	For	For	Item 3a:A vote FOR the re-election of Jacqueline Hey is warranted. No material issues have been identified regarding her nomination as a director in respect of board and committee composition, nor any wider corporate governance issues.Item 3b:A vote AGAINST the election of Ashjayeen Sharif is warranted given that:* He is not endorsed by the board;* The board is presently undergoing a renewal process; and* He does not appear to meet a number of the pre-requisite board skills and experience requirements sought by the board.
AGL Energy Limited	AGL	Australia	22/09/2021	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	Elect Ashjayeen Sharif as Director	Against	Against	Item 3a:A vote FOR the re-election of Jacqueline Hey is warranted. No material issues have been identified regarding her nomination as a director in respect of board and committee composition, nor any wider corporate governance issues.Item 3b:A vote AGAINST the election of Ashjayeen Sharif is warranted given that:* He is not endorsed by the board;* The board is presently undergoing a renewal process; and* He does not appear to meet a number of the pre-requisite board skills and experience requirements sought by the board.
AGL Energy Limited	AGL	Australia	22/09/2021	Approve Share Plan Grant	Approve Grant of Performance Rights under the AGL Long Term Incentive Plan to Graeme Hunt	For	For	A vote FOR this grant of performance rights is warranted. The performance period is 4 years and performance measures are broadly aligned with shareholder interest.* This LTI has been amended to place more weight of 75 percent on underlying shareholder return performance over the long term and the carbon transition metrics have been reduced to 25 percent.* The quantum of the grant is higher than market however if shareholder value can be improved the award will align with shareholders' long-term wealth creation interests.Some shareholders may have concerns for the relative merit of including the carbon transition measures which remains high at 25 percent of the award.
AGL Energy Limited	AGL	Australia	22/09/2021	Approve the Spill Resolution	Approve Conditional Spill Resolution	Against	Against	A vote AGAINST this resolution to spill the Board is warranted.Despite ongoing poor financial performance in FY21, no material governance concerns are highlighted at present. The company has taken steps to address shareholder concerns including improving disclosure of STI targets, applying restraint in remuneration increases and amending the LTI incentive award structure to increase the weighting on shareholder return, by removing the ROE metric and reducing to 25 percent the climate measures. These steps have brought the company's remuneration practices more in line with market.
AGL Energy Limited	AGL	Australia	22/09/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted, as the request to amend the company's constitution is potentially broad with no regulatory framework to oversee shareholder proposals.
AGL Energy Limited	AGL	Australia	22/09/2021	Report on Climate Change	Approve Paris Goals and Targets	For	For	A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks, especially as the company seeks to split its operations into two companies via the proposed demerger.
Advanced Human Imaging Ltd.	AHI	Australia	31/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the adoption of the remuneration report is warranted. The remuneration practices of the company on balance are in line with local market standards. It is also noted that there were no cash bonuses paid to executives in FY21, which is in line with company performance during the year. Nevertheless, shareholders may be concerned with the following: * unacceptable vesting period and insufficiently demanding performance hurdles of LTI awards; and* high potential dilution of all outstanding incentive securities.
Advanced Human Imaging Ltd.	AHI	Australia	31/01/2022	Approve Exchange of Debt for Equity	Ratify Past Issuance of Settlement Shares to i-Concept Global Growth Fund	For	For	A vote FOR these resolutions is warranted.
Advanced Human Imaging Ltd.	AHI	Australia	31/01/2022	Approve Share Plan Grant	Approve Issuance of Shares to Nicholas Prosser	Against	Against	A vote AGAINST these resolutions is warranted because local market guidelines do not support the grant of equity incentives to NEDs in light of ensuring independent judgment by NEDs and preventing any potential conflict of interest.
Advanced Human Imaging Ltd.	AHI	Australia	31/01/2022	Approve Share Plan Grant	Approve Issuance of Shares to Mike Melby	Against	Against	A vote AGAINST these resolutions is warranted because local market guidelines do not support the grant of equity incentives to NEDs in light of ensuring independent judgment by NEDs and preventing any potential conflict of interest.
Advanced Human Imaging Ltd.	AHI	Australia	31/01/2022	Approve Stock Option Plan Grants	Approve Issuance of Options to Edward F. Greissing Jr	Against	Against	A vote AGAINST these resolutions is warranted because local market guidelines do not support the grant of equity incentives to NEDs in light of ensuring independent judgment by NEDs and preventing any potential conflict of interest.
Advanced Human Imaging Ltd.	AHI	Australia	31/01/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve the Issuance of Up to 10 Percent of the Company's Issued Capital	For	For	A vote FOR this resolution is warranted.
Advanced Human Imaging Ltd.	AHI	Australia	31/01/2022	Adopt New Articles of Association/Charter	Approve Replacement of Constitution	Against	Against	A vote AGAINST this resolution is warranted.The proposed new constitution includes wording that could permit general meetings to be held by virtual-only means.While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meeting. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders.It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic; however, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and executive documents until March 31, 2022 [refer LINK]. Accordingly, there appears no benefit to shareholders from approving this provision at present.Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
Advanced Human Imaging Ltd.	AHI	Australia	31/01/2022	Elect Director	Elect Michael Melby as Director	Against	Against	Votes AGAINST incumbent nominee Michael (Mike) Melby are warranted for lack of gender diversity on the board.Votes FOR new nominee Edward (Ed) Greissing Jr. are warranted at this time.
Advanced Human Imaging Ltd.	AHI	Australia	31/01/2022	Elect Director	Elect Edward F. Greissing Jr as Director	For	For	Votes AGAINST incumbent nominee Michael (Mike) Melby are warranted for lack of gender diversity on the board.Votes FOR new nominee Edward (Ed) Greissing Jr. are warranted at this time.
Advanced Human Imaging Ltd.	AHI	Australia	31/01/2022	Ratify Past Issuance of Shares	Ratify Past Issuance of Investor Shares to Applicants to NASDAQ Listing	For	For	A qualified vote FOR these resolutions is warranted because: The company provided a compelling rationale for the Offer, with the proceeds to be used by the company towards research and product development that is important to the company's current products, business development and marketing, working capital and cash flow reserve, and costs of the Offer.* The company's financial position is also considered. The independent auditor's report for the company's financial accounts for the year ended June 30, 2021 includes an emphasis of matter statement, with the auditor drawing attention to conditions (i.e., loss of \$14.06 million) which cast significant doubt on the company's ability to continue as a going concern. The funds raised from the Offer will therefore assist the company in meeting its short-term capital requirements.Qualified support is based on the significant dilutive impact of the Offer as a whole (i.e., 17.64 percent as at Nov. 23, 2021).

Advanced Human Imaging Ltd.	AHI	Australia	31/01/2022	Ratify Past Issuance of Shares	Ratify Past Issuance of Investor Warrants to Applicants to NASDAQ Listing	For	For	A qualified vote FOR these resolutions is warranted because: "The company provided a compelling rationale for the Offer, with the proceeds to be used by the company towards research and product development of the company's current products, business development and marketing, working capital and cash flow reserve, and costs of the Offer." The company's financial position is also considered. The independent auditor's report for the company's financial accounts for the year ended June 30, 2021 includes an emphasis of matter statement, with the auditor drawing attention to conditions (i.e., loss of \$14.06 million) which cast significant doubt on the company's ability to continue as a going concern. The funds raised from the Offer will therefore assist the company in meeting its short-term capital requirements. Qualified support is based on the significant dilutive impact of the Offer as a whole (i.e., 17.64 percent as at Nov. 23, 2021).
Advanced Human Imaging Ltd.	AHI	Australia	31/01/2022	Ratify Past Issuance of Shares	Ratify Past Issuance of Overallotment Shares to Maxim Group LLC	For	For	A qualified vote FOR these resolutions is warranted.
Advanced Human Imaging Ltd.	AHI	Australia	31/01/2022	Ratify Past Issuance of Shares	Ratify Past Issuance of Overallotment Warrants to Maxim Group LLC	For	For	A qualified vote FOR these resolutions is warranted.
Advanced Human Imaging Ltd.	AHI	Australia	31/01/2022	Grant Equity Award to Third Party	Ratify Past Issuance of Underwriter Warrants to Maxim Group LLC	For	For	A vote FOR this resolution is warranted.
Advanced Human Imaging Ltd.	AHI	Australia	31/01/2022	Approve Exchange of Debt for Equity	Ratify Past Issuance of Settlement Shares to Asia Cornerstone Asset Management	For	For	A vote FOR these resolutions is warranted.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Elect Director	Re-elect Tanya Fratto as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Elect Director	Re-elect Lindsay Ruth as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Elect Director	Re-elect Jill Easterbrook as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Ratify Auditors	Reappoint Deloitte LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorize Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Approve Restricted Stock Plan	Approve Long-Term Incentive Plan	Against	Against	A vote AGAINST this item is considered warranted: "The plan will be utilised in order to grant significantly sized awards to EDs.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST this item is considered warranted: "The CFO received a significant salary increase, which brings his salary above median for FTSE 100 companies. This will accompany significant variable pay award opportunities in FY2022, due to a larger LTIP award, and a once-off Strategic Plan award grant following the AGM." Bonus award target-setting for FY2021 can accommodate further stretch, and is justified with limited rationale.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Adopt New Articles of Association/Charter	Adopt New Articles of Association	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Approve Remuneration Policy	Approve Remuneration Policy	Against	Against	A vote AGAINST this item is considered warranted: "The new LTIP will have a higher award opportunity, under which additional one-off Strategic Plan awards will be granted to EDs in FY2022. The total quantum is significant and is not supported with compelling rationale.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Elect Director	Re-elect Paul Walker as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Elect Director	Re-elect Brendan Horgan as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Elect Director	Re-elect Michael Pratt as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Elect Director	Re-elect Angus Cockburn as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Elect Director	Re-elect Lucinda Riches as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Auckland International Airport Limited	AIA	New Zealand	21/10/2021	Elect Director	Elect Mark Binns as Director	For	For	Items 1 and 3A qualified vote FOR the re-election of independent non-executive directors Mark Binns and Tania Simpson is warranted. They are members of the company's remuneration committee and problematic pay practices are observed. Items 2 and 4A vote FOR the re-election of Dean Hamilton and Patrick Strange is warranted. They are independent non-executive directors on the seven-member AIA board where all directors are independent. Their presence supports to the continued composition of an entirely independent board structure, and there are no corporate governance concerns with regard to their candidacy as directors.
Auckland International Airport Limited	AIA	New Zealand	21/10/2021	Elect Director	Elect Dean Hamilton as Director	For	For	Items 1 and 3A qualified vote FOR the re-election of independent non-executive directors Mark Binns and Tania Simpson is warranted. They are members of the company's remuneration committee and problematic pay practices are observed. Items 2 and 4A vote FOR the re-election of Dean Hamilton and Patrick Strange is warranted. They are independent non-executive directors on the seven-member AIA board where all directors are independent. Their presence supports to the continued composition of an entirely independent board structure, and there are no corporate governance concerns with regard to their candidacy as directors.
Auckland International Airport Limited	AIA	New Zealand	21/10/2021	Elect Director	Elect Tania Simpson as Director	For	For	Items 1 and 3A qualified vote FOR the re-election of independent non-executive directors Mark Binns and Tania Simpson is warranted. They are members of the company's remuneration committee and problematic pay practices are observed. Items 2 and 4A vote FOR the re-election of Dean Hamilton and Patrick Strange is warranted. They are independent non-executive directors on the seven-member AIA board where all directors are independent. Their presence supports to the continued composition of an entirely independent board structure, and there are no corporate governance concerns with regard to their candidacy as directors.
Auckland International Airport Limited	AIA	New Zealand	21/10/2021	Elect Director	Elect Patrick Strange as Director	For	For	Items 1 and 3A qualified vote FOR the re-election of independent non-executive directors Mark Binns and Tania Simpson is warranted. They are members of the company's remuneration committee and problematic pay practices are observed. Items 2 and 4A vote FOR the re-election of Dean Hamilton and Patrick Strange is warranted. They are independent non-executive directors on the seven-member AIA board where all directors are independent. Their presence supports to the continued composition of an entirely independent board structure, and there are no corporate governance concerns with regard to their candidacy as directors.
Auckland International Airport Limited	AIA	New Zealand	21/10/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorize Board to Fix Remuneration of the Auditors	For	For	A vote FOR this resolution is warranted in the absence of any identified issues concerning the audit firm, its remuneration, and the way the audit was conducted.
American International Group, Inc.	AIG	USA	11/05/2022	Elect Director	Elect Director James Cole, Jr.	For	For	A vote FOR the director nominees is warranted.
American International Group, Inc.	AIG	USA	11/05/2022	Elect Director	Elect Director W. Don Cornwall	For	For	A vote FOR the director nominees is warranted.
American International Group, Inc.	AIG	USA	11/05/2022	Elect Director	Elect Director William G. Jurgensen	For	For	A vote FOR the director nominees is warranted.
American International Group, Inc.	AIG	USA	11/05/2022	Elect Director	Elect Director Linda A. Mills	For	For	A vote FOR the director nominees is warranted.
American International Group, Inc.	AIG	USA	11/05/2022	Elect Director	Elect Director Thomas F. Motamed	For	For	A vote FOR the director nominees is warranted.
American International Group, Inc.	AIG	USA	11/05/2022	Elect Director	Elect Director Peter R. Porrino	For	For	A vote FOR the director nominees is warranted.
American International Group, Inc.	AIG	USA	11/05/2022	Elect Director	Elect Director John G. Rice	For	For	A vote FOR the director nominees is warranted.
American International Group, Inc.	AIG	USA	11/05/2022	Elect Director	Elect Director Douglas M. Steenland	For	For	A vote FOR the director nominees is warranted.
American International Group, Inc.	AIG	USA	11/05/2022	Elect Director	Elect Director Therese M. Vaughan	For	For	A vote FOR the director nominees is warranted.
American International Group, Inc.	AIG	USA	11/05/2022	Elect Director	Elect Director Peter Zaffino	For	For	A vote FOR the director nominees is warranted.
American International Group, Inc.	AIG	USA	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time. Annual incentives are primarily based on disclosed quantitative performance goals, and the company targets half of equity awards to be performance-based.
American International Group, Inc.	AIG	USA	11/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
American International Group, Inc.	AIG	USA	11/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted, as lowering the ownership threshold for shareholders to call a special meeting from 25 percent to 10 percent would enhance shareholders' rights.
Assurant, Inc.	AIZ	USA	12/05/2022	Elect Director	Elect Director Elaine D. Rosen	For	For	A vote FOR the director nominees is warranted.
Assurant, Inc.	AIZ	USA	12/05/2022	Elect Director	Elect Director Paget L. Alves	For	For	A vote FOR the director nominees is warranted.
Assurant, Inc.	AIZ	USA	12/05/2022	Elect Director	Elect Director J. Braxton Carter	For	For	A vote FOR the director nominees is warranted.
Assurant, Inc.	AIZ	USA	12/05/2022	Elect Director	Elect Director Juan N. Cento	For	For	A vote FOR the director nominees is warranted.
Assurant, Inc.	AIZ	USA	12/05/2022	Elect Director	Elect Director Keith W. Demmings	For	For	A vote FOR the director nominees is warranted.
Assurant, Inc.	AIZ	USA	12/05/2022	Elect Director	Elect Director Harriet Edelman	For	For	A vote FOR the director nominees is warranted.
Assurant, Inc.	AIZ	USA	12/05/2022	Elect Director	Elect Director Lawrence V. Jackson	For	For	A vote FOR the director nominees is warranted.
Assurant, Inc.	AIZ	USA	12/05/2022	Elect Director	Elect Director Jean-Paul L. Montupet	For	For	A vote FOR the director nominees is warranted.
Assurant, Inc.	AIZ	USA	12/05/2022	Elect Director	Elect Director Debra J. Perry	For	For	A vote FOR the director nominees is warranted.
Assurant, Inc.	AIZ	USA	12/05/2022	Elect Director	Elect Director Ognjen (Ogi) Redzic	For	For	A vote FOR the director nominees is warranted.
Assurant, Inc.	AIZ	USA	12/05/2022	Elect Director	Elect Director Paul J. Reilly	For	For	A vote FOR the director nominees is warranted.
Assurant, Inc.	AIZ	USA	12/05/2022	Elect Director	Elect Director Robert W. Stein	For	For	A vote FOR the director nominees is warranted.
Assurant, Inc.	AIZ	USA	12/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Assurant, Inc.	AIZ	USA	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.
Arthur J. Gallagher & Co.	AJG	USA	10/05/2022	Elect Director	Elect Director Sherry S. Barrat	For	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	AJG	USA	10/05/2022	Elect Director	Elect Director William L. Bax	For	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	AJG	USA	10/05/2022	Elect Director	Elect Director Teresa H. Clarke	For	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	AJG	USA	10/05/2022	Elect Director	Elect Director D. John Coldman	For	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	AJG	USA	10/05/2022	Elect Director	Elect Director J. Patrick Gallagher, Jr.	For	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	AJG	USA	10/05/2022	Elect Director	Elect Director David S. Johnson	For	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	AJG	USA	10/05/2022	Elect Director	Elect Director Kay W. McCurdy	For	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	AJG	USA	10/05/2022	Elect Director	Elect Director Christopher C. Miskel	For	For	A vote FOR the director nominees is warranted.

Arthur J. Gallagher & Co.	AJG	USA	10/05/2022	Elect Director	Elect Director Ralph J. Nicoletti	For	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	AJG	USA	10/05/2022	Elect Director	Elect Director Norman L. Rosenthal	For	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	AJG	USA	10/05/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Arthur J. Gallagher & Co.	AJG	USA	10/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Arthur J. Gallagher & Co.	AJG	USA	10/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	There are structural concerns about the STI design. However, a vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.
Akamai Technologies, Inc.	AKAM	USA	12/05/2022	Elect Director	Elect Director Sharon Bowen	For	For	A vote FOR the director nominees is warranted.
Akamai Technologies, Inc.	AKAM	USA	12/05/2022	Elect Director	Elect Director Bill Wagner	For	For	A vote FOR the director nominees is warranted.
Akamai Technologies, Inc.	AKAM	USA	12/05/2022	Elect Director	Elect Director Marianne Brown	For	For	A vote FOR the director nominees is warranted.
Akamai Technologies, Inc.	AKAM	USA	12/05/2022	Elect Director	Elect Director Monte Ford	For	For	A vote FOR the director nominees is warranted.
Akamai Technologies, Inc.	AKAM	USA	12/05/2022	Elect Director	Elect Director Dan Hesse	For	For	A vote FOR the director nominees is warranted.
Akamai Technologies, Inc.	AKAM	USA	12/05/2022	Elect Director	Elect Director Tom Killalea	For	For	A vote FOR the director nominees is warranted.
Akamai Technologies, Inc.	AKAM	USA	12/05/2022	Elect Director	Elect Director Tom Leighton	For	For	A vote FOR the director nominees is warranted.
Akamai Technologies, Inc.	AKAM	USA	12/05/2022	Elect Director	Elect Director Jonathan Miller	For	For	A vote FOR the director nominees is warranted.
Akamai Technologies, Inc.	AKAM	USA	12/05/2022	Elect Director	Elect Director Madhu Ranganathan	For	For	A vote FOR the director nominees is warranted.
Akamai Technologies, Inc.	AKAM	USA	12/05/2022	Elect Director	Elect Director Ben Verwayen	For	For	A vote FOR the director nominees is warranted.
Akamai Technologies, Inc.	AKAM	USA	12/05/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Akamai Technologies, Inc.	AKAM	USA	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Although some concerns are highlighted, annual and long-term incentives are primarily performance-based and pay is reasonably aligned with performance at this time.
Akamai Technologies, Inc.	AKAM	USA	12/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Albermarle Corporation	ALB	USA	3/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.
Albermarle Corporation	ALB	USA	3/05/2022	Elect Director	Elect Director Mary Lauren Brlas	For	For	A vote FOR the director nominees is warranted.
Albermarle Corporation	ALB	USA	3/05/2022	Elect Director	Elect Director Ralf H. Cramer	For	For	A vote FOR the director nominees is warranted.
Albermarle Corporation	ALB	USA	3/05/2022	Elect Director	Elect Director J. Kent Masters, Jr.	For	For	A vote FOR the director nominees is warranted.
Albermarle Corporation	ALB	USA	3/05/2022	Elect Director	Elect Director Glenda J. Minor	For	For	A vote FOR the director nominees is warranted.
Albermarle Corporation	ALB	USA	3/05/2022	Elect Director	Elect Director James J. O'Brien	For	For	A vote FOR the director nominees is warranted.
Albermarle Corporation	ALB	USA	3/05/2022	Elect Director	Elect Director Diarmuid B. O'Connell	For	For	A vote FOR the director nominees is warranted.
Albermarle Corporation	ALB	USA	3/05/2022	Elect Director	Elect Director Dean L. Seavers	For	For	A vote FOR the director nominees is warranted.
Albermarle Corporation	ALB	USA	3/05/2022	Elect Director	Elect Director Gerald A. Steiner	For	For	A vote FOR the director nominees is warranted.
Albermarle Corporation	ALB	USA	3/05/2022	Elect Director	Elect Director Holly A. Van Deusen	For	For	A vote FOR the director nominees is warranted.
Albermarle Corporation	ALB	USA	3/05/2022	Elect Director	Elect Director Alejandro D. Wolff	For	For	A vote FOR the director nominees is warranted.
Albermarle Corporation	ALB	USA	3/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Alcidion Group Limited	ALC	Australia	17/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the adoption of the company's remuneration report is warranted. The remuneration practices of the company on balance are in line with local market standards. Nevertheless, shareholders may be concerned with: "The unsubstantiated substantial increase to an executive's fixed remuneration; and" The payment of cash bonuses which appears at odds with the company's financial performance during the year.
Alcidion Group Limited	ALC	Australia	17/11/2021	Elect Director	Elect Victoria Weekes as Director	For	For	A vote FOR these nominees is warranted
Alcidion Group Limited	ALC	Australia	17/11/2021	Elect Director	Elect Daniel Sharp as Director	For	For	A vote FOR these nominees is warranted
Alcidion Group Limited	ALC	Australia	17/11/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Shares to Professional and Sophisticated Investors	For	For	A vote FOR this resolution is warranted.
Alcidion Group Limited	ALC	Australia	17/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Against	Against	A vote AGAINST the increase in the directors' fee pool is warranted. There is sufficient room under the current fee cap to accommodate the appointment of an additional director and to allow for any increase in NED remuneration. The company has not provided sufficient compelling rationale in justifying the substantial level of increase in the director's remuneration pool.
Alcidion Group Limited	ALC	Australia	17/11/2021	Approve Omnibus Stock Plan	Approve Equity Incentive Plan	For	For	A qualified vote FOR this resolution is warranted given that the EIP establishes a broader framework for equity incentives to a wider range of the company's employees. However, governance concerns exist given the fact that non-executive directors may participate under the plan. This aspect is inconsistent with shareholder expectations in this market that NEDs do not receive incentive-based pay. Nonetheless, it is noted that any grant to a NED would require shareholder approval.
Alcidion Group Limited	ALC	Australia	17/11/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve the Issuance of Up to 10 Percent of the Company's Issued Capital	Against	Against	A vote AGAINST this resolution is warranted because there appears to be no immediate need for the additional authority based on the company's most recent quarterly cash flow report.
Alcon Inc.	ALC	Switzerland	27/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
Alcon Inc.	ALC	Switzerland	27/04/2022	Approve Discharge of Management Board	Approve Discharge of Board and Senior Management	For	For	A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.
Alcon Inc.	ALC	Switzerland	27/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of CHF 0.20 per Share	For	For	A vote FOR the allocation of income resolution is warranted.
Alcon Inc.	ALC	Switzerland	27/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report (Non-Binding)	For	For	A vote FOR the remuneration report is warranted, albeit with some caution. Individual goals continue to have a significant weighting under the annual incentive and the company made a one-off retention award to one executive during the year. However, a detailed rationale was provided, and we note that the company has provided robust disclosures in response to significant dissent observed on last year's vote. Overall, the company's pay practices are broadly in line with market practice.
Alcon Inc.	ALC	Switzerland	27/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of CHF 3.6 Million	For	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Alcon Inc.	ALC	Switzerland	27/04/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Remuneration of Executive Committee in the Amount of CHF 38.4 Million	For	For	A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.
Alcon Inc.	ALC	Switzerland	27/04/2022	Elect Director	Reelect Michael Ball as Director and Board Chair	For	For	Votes FOR the proposed board and committee nominees are warranted.
Alcon Inc.	ALC	Switzerland	27/04/2022	Elect Director	Reelect Dieter Spaelli as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Alcon Inc.	ALC	Switzerland	27/04/2022	Elect Director	Elect Raquel Bono as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Alcon Inc.	ALC	Switzerland	27/04/2022	Elect Director	Reelect Lynn Bleil as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Alcon Inc.	ALC	Switzerland	27/04/2022	Elect Director	Reelect Arthur Cummings as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Alcon Inc.	ALC	Switzerland	27/04/2022	Elect Director	Reelect David Endicott as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Alcon Inc.	ALC	Switzerland	27/04/2022	Elect Director	Reelect Thomas Glanzmann as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Alcon Inc.	ALC	Switzerland	27/04/2022	Elect Director	Reelect Keith Grossman as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Alcon Inc.	ALC	Switzerland	27/04/2022	Elect Director	Reelect Scott Maw as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Alcon Inc.	ALC	Switzerland	27/04/2022	Elect Director	Reelect Karen May as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Alcon Inc.	ALC	Switzerland	27/04/2022	Elect Director	Reelect Ines Poeschel as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Alcon Inc.	ALC	Switzerland	27/04/2022	Elect Member of Remuneration Committee	Reappoint Thomas Glanzmann as Member of the Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Alcon Inc.	ALC	Switzerland	27/04/2022	Elect Member of Remuneration Committee	Reappoint Karen May as Member of the Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Alcon Inc.	ALC	Switzerland	27/04/2022	Elect Member of Remuneration Committee	Reappoint Ines Poeschel as Member of the Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Alcon Inc.	ALC	Switzerland	27/04/2022	Elect Member of Remuneration Committee	Appoint Scott Maw as Member of the Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Alcon Inc.	ALC	Switzerland	27/04/2022	Designate X as Independent Proxy	Designate Hartmann Dreyer Attorneys-at-Law as Independent Proxy	For	For	A vote FOR this proposal is warranted due to a lack of concerns.
Alcon Inc.	ALC	Switzerland	27/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers SA as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Alcon Inc.	ALC	Switzerland	27/04/2022	Other Business	Transact Other Business (Voting)	Against	Against	A vote AGAINST is warranted because: " This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and " The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Ampol Limited	ALD	Australia	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the approval of the remuneration report is warranted, and no material disconnects between pay, performance and shareholder outcomes is observed. " There is a good link between executive remuneration, the company's financial performance and shareholder outcomes, supported by a low level of concern for misalignment in the Sustainability Advisory Services quantitative P4P model. " The low level of LTI vesting is sufficiently aligned with performance and shareholder outcomes. Nevertheless, the following concerns are identified: " A full year bonus was offered to the new Group CFO even though he served half of the year. " The continued poor disclosure of STI and LTI targets is inconsistent with superior market practices where similarly larger ASX-listed entities provide disclosure of specific and quantified targets to allow shareholders to independently assess alignment of targets, performance and bonuses in line with their expectations. " Members of the Executive KMP continued to receive the last components under the previously announced retention bonuses. Retention awards are not well accepted in the Australian market given they are not aligned with performance conditions or shareholder interests.
Ampol Limited	ALD	Australia	12/05/2022	Elect Director	Elect Steven Gregg as Director	For	For	A vote FOR all nominees is warranted as no material concerns are identified.
Ampol Limited	ALD	Australia	12/05/2022	Elect Director	Elect Penelope Winn as Director	For	For	A vote FOR all nominees is warranted as no material concerns are identified.
Ampol Limited	ALD	Australia	12/05/2022	Elect Director	Elect Elizabeth Donaghey as Director	For	For	A vote FOR all nominees is warranted as no material concerns are identified.
Ampol Limited	ALD	Australia	12/05/2022	Approve Share Plan Grant	Approve Grant of Performance Rights to Matthew Halliday	For	For	A vote FOR the grant of performance rights to the CEO is warranted. The LTI structure is consistent with prior year grants at this company, market practice for long-term incentives and is sufficiently aligned with improved shareholder returns and company performance. There is a three-year performance period, and relative TSR and ROCE performance measures. Concerns are raised for the following: " the quantum of the award is high, " a discounted share price to reflect the dividends paid during the performance period is used to determine the number of rights to be allocated, and " there is no disclosure of the ROCE targets to allow shareholders to independently assess the rigor of targets.
Ampol Limited	ALD	Australia	12/05/2022	Renew Partial Takeover Provision	Approve Reinsertion of Proportional Takeover Provisions	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.

Ardent Leisure Group Limited	ALG	Australia	10/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the remuneration report is warranted because: "The company paid significant bonuses (e.g. 150 percent of target for the CEO US and 80 percent of target for the CEO AU) despite the net losses reported during FY21." Whilst some divisional EBITDA targets were strong, the board did not apply any discretion to reduce the STI bonuses in an attempt to align with weak group performance and operational outcomes in FY21 or in consideration of the substantial \$69.9 million financial assistance the company received from the Queensland Government in FY21." There continues to be no disclosure of the specific and qualified financial targets in the STI which makes it impossible for shareholders to independently assess the rigor of STI targets and justify bonuses. This lack of transparency is inconsistent with better corporate governance practices and shareholder expectations presented by other large Australian companies.
Ardent Leisure Group Limited	ALG	Australia	10/11/2021	Elect Director	Elect Brad Richmond as Director	Against	Against	Votes AGAINST incumbent Nominating Committee member Carl Bradford (Brad) Richmond are warranted for lack of gender diversity on the board.
Ardent Leisure Group Limited	ALG	Australia	10/11/2021	Renew Partial Takeover Provision	Approve Renewal of Proportional Takeover Provisions	For	For	A vote FOR this resolution is warranted.
Align Technology, Inc.	ALGN	USA	18/05/2022	Elect Director	Elect Director Kevin J. Dallas	For	For	A vote FOR the director nominees is warranted.
Align Technology, Inc.	ALGN	USA	18/05/2022	Elect Director	Elect Director Warren S. Thaler	For	For	A vote FOR the director nominees is warranted.
Align Technology, Inc.	ALGN	USA	18/05/2022	Elect Director	Elect Director Joseph M. Hogan	For	For	A vote FOR the director nominees is warranted.
Align Technology, Inc.	ALGN	USA	18/05/2022	Elect Director	Elect Director Joseph Lacob	For	For	A vote FOR the director nominees is warranted.
Align Technology, Inc.	ALGN	USA	18/05/2022	Elect Director	Elect Director C. Raymond Larkin, Jr.	For	For	A vote FOR the director nominees is warranted.
Align Technology, Inc.	ALGN	USA	18/05/2022	Elect Director	Elect Director George J. Morrow	For	For	A vote FOR the director nominees is warranted.
Align Technology, Inc.	ALGN	USA	18/05/2022	Elect Director	Elect Director Anne M. Myong	For	For	A vote FOR the director nominees is warranted.
Align Technology, Inc.	ALGN	USA	18/05/2022	Elect Director	Elect Director Andrea L. Saia	For	For	A vote FOR the director nominees is warranted.
Align Technology, Inc.	ALGN	USA	18/05/2022	Elect Director	Elect Director Greg J. Santora	For	For	A vote FOR the director nominees is warranted.
Align Technology, Inc.	ALGN	USA	18/05/2022	Elect Director	Elect Director Susan E. Siegel	For	For	A vote FOR the director nominees is warranted.
Align Technology, Inc.	ALGN	USA	18/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Align Technology, Inc.	ALGN	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time.
Alaska Air Group, Inc.	ALK	USA	5/05/2022	Elect Director	Elect Director Patricia M. Bedient	For	For	A vote FOR the director nominees is warranted.
Alaska Air Group, Inc.	ALK	USA	5/05/2022	Elect Director	Elect Director James A. Beer	For	For	A vote FOR the director nominees is warranted.
Alaska Air Group, Inc.	ALK	USA	5/05/2022	Elect Director	Elect Director Raymond L. Conner	For	For	A vote FOR the director nominees is warranted.
Alaska Air Group, Inc.	ALK	USA	5/05/2022	Elect Director	Elect Director Daniel K. Elwell	For	For	A vote FOR the director nominees is warranted.
Alaska Air Group, Inc.	ALK	USA	5/05/2022	Elect Director	Elect Director Dhiren R. Fonseca	For	For	A vote FOR the director nominees is warranted.
Alaska Air Group, Inc.	ALK	USA	5/05/2022	Elect Director	Elect Director Kathleen T. Hogan	For	For	A vote FOR the director nominees is warranted.
Alaska Air Group, Inc.	ALK	USA	5/05/2022	Elect Director	Elect Director Jessie, J. Knight, Jr.	For	For	A vote FOR the director nominees is warranted.
Alaska Air Group, Inc.	ALK	USA	5/05/2022	Elect Director	Elect Director Susan J. Li	For	For	A vote FOR the director nominees is warranted.
Alaska Air Group, Inc.	ALK	USA	5/05/2022	Elect Director	Elect Director Adrienne R. Lofton	For	For	A vote FOR the director nominees is warranted.
Alaska Air Group, Inc.	ALK	USA	5/05/2022	Elect Director	Elect Director Benito Minicucci	For	For	A vote FOR the director nominees is warranted.
Alaska Air Group, Inc.	ALK	USA	5/05/2022	Elect Director	Elect Director Helvi K. Sandvik	For	For	A vote FOR the director nominees is warranted.
Alaska Air Group, Inc.	ALK	USA	5/05/2022	Elect Director	Elect Director J. Kenneth Thompson	For	For	A vote FOR the director nominees is warranted.
Alaska Air Group, Inc.	ALK	USA	5/05/2022	Elect Director	Elect Director Eric K. Yeaman	For	For	A vote FOR the director nominees is warranted.
Alaska Air Group, Inc.	ALK	USA	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR the proposal is warranted. Executive pay in the summary compensation tables overreported actual pay due to CARES Act limits on executive compensation. These limits compelled the company to clawback a portion of the annual equity grant, to remain compliant. The annual bonus is based entirely on pre-set objective metrics, and the payout targets and formula are clearly disclosed. In the LTI program, half of the annual equity grant is performance-conditioned equity with a multi-year performance period. Investors are advised to continue monitoring pay levels at the company, as CARES Act restrictions are expected to lapse in 2023 and the company indicates it may take steps to address what the proxy calls "executives' lost compensation."
Alaska Air Group, Inc.	ALK	USA	5/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Alaska Air Group, Inc.	ALK	USA	5/05/2022	Amend Qualified Employee Stock Purchase Plan	Amend Qualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted, as the plan's purchase price is at least 85 percent of fair market value and the offering period is not longer than 27 months. Also, the number of shares being allocated to the plan is not more than 10 percent of outstanding shares.
Alaska Air Group, Inc.	ALK	USA	5/05/2022	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	For	A vote FOR this item is warranted given that it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms, the proposal applies only to future severance arrangements, leaving current agreements unaffected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.
Aristocrat Leisure Limited	ALL	Australia	24/02/2022	Elect Director	Elect Arlene Tansey as Director	For	For	A vote FOR the re-election of Arlene Tansey and Sylvia Summers Couder is warranted as there are no material issues noted regarding board and committee composition resulting from their nominations nor any corporate governance issues.
Aristocrat Leisure Limited	ALL	Australia	24/02/2022	Elect Director	Elect Sylvia Summers Couder as Director	For	For	A vote FOR the re-election of Arlene Tansey and Sylvia Summers Couder is warranted as there are no material issues noted regarding board and committee composition resulting from their nominations nor any corporate governance issues.
Aristocrat Leisure Limited	ALL	Australia	24/02/2022	Approve Share Plan Grant	Approve Grant of Performance Rights to Trevor Croker	Against	Against	A vote AGAINST the grant of performance share rights to the CEO Trevor Croker is warranted. The same persist as identified in prior years, given that there is an excessive 40 percent of the LTI is based on undisclosed "objective-balanced scorecard" performance items, which may be regarded as either a discretionary bonus with a likely high level of vesting for "day job" duties or for performance which would already be captured in STI and LTI performance targets. Shareholders may be concerned that the company has not made the case in justifying this undisclosed performance metric as worthy of such additional and material remuneration.
Aristocrat Leisure Limited	ALL	Australia	24/02/2022	Approve Restricted Stock Plan	Approve Aristocrat Equity Scheme	For	For	Support FOR the Equity Scheme is warranted as it is structured to grant certain equity incentives to the wider group of employees of the company. No material problematic issues are identified with respect to the plan.
Aristocrat Leisure Limited	ALL	Australia	24/02/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted. No material disconnect between pay and performance and shareholder outcomes is observed for the period under review. However, concerns are noted for the following: "The STI has been reweighted to include a 30 percent weighting to individual performance objectives and reduced weighting to objective financial performance measures which existed in prior years;" The rigor of the STI may be questioned by shareholders as the targets attached to the STI are reduced compared to the prior year, and there appears insufficient explanation of the targets and achievements other than that objectives were exceeded;" A one-off cash bonus was granted to CEO Digital, Mike Lang;" A significant 40 percent of the LTI is subject to an "individual performance" hurdle, raising questions for the rigor of the company's remuneration structure given the STI now also includes a material portion devoted to individual performance objectives; and" A one-off executive special equity award was made to key executives (excluding the CEO) subject to individual performance hurdles vesting progressively over a three-year period, with the first tranche having vested in full in FY21 and subject to the same individual metrics used to determine the STI and LTI outcomes, raising concerns that executives are rewarded multiple times for achieving the same outcome.
Aristocrat Leisure Limited	ALL	Australia	24/02/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A vote FOR the increase in the maximum aggregate NED remuneration cap is warranted. The company discloses that the proposed increase is sought to allow for the appointment of additional global directors in line with the growth of the business and evolving needs. The company also states that the increase will assist in managing succession planning which may result in the short-term and the increase in the total remuneration paid to directors.
The Allstate Corporation	ALL	USA	24/05/2022	Elect Director	Elect Director Donald E. Brown	For	For	A vote FOR the director nominees is warranted.
The Allstate Corporation	ALL	USA	24/05/2022	Elect Director	Elect Director Kermit R. Crawford	For	For	A vote FOR the director nominees is warranted.
The Allstate Corporation	ALL	USA	24/05/2022	Elect Director	Elect Director Richard T. Hume	For	For	A vote FOR the director nominees is warranted.
The Allstate Corporation	ALL	USA	24/05/2022	Elect Director	Elect Director Margaret M. Keane	For	For	A vote FOR the director nominees is warranted.
The Allstate Corporation	ALL	USA	24/05/2022	Elect Director	Elect Director Siddharth N. (Bobby) Mehta	For	For	A vote FOR the director nominees is warranted.
The Allstate Corporation	ALL	USA	24/05/2022	Elect Director	Elect Director Jacques P. Perold	For	For	A vote FOR the director nominees is warranted.
The Allstate Corporation	ALL	USA	24/05/2022	Elect Director	Elect Director Andrea Redmond	For	For	A vote FOR the director nominees is warranted.
The Allstate Corporation	ALL	USA	24/05/2022	Elect Director	Elect Director Gregg M. Sherrill	For	For	A vote FOR the director nominees is warranted.
The Allstate Corporation	ALL	USA	24/05/2022	Elect Director	Elect Director Judith A. Spresser	For	For	A vote FOR the director nominees is warranted.
The Allstate Corporation	ALL	USA	24/05/2022	Elect Director	Elect Director Perry M. Traquina	For	For	A vote FOR the director nominees is warranted.
The Allstate Corporation	ALL	USA	24/05/2022	Elect Director	Elect Director Thomas J. Wilson	For	For	A vote FOR the director nominees is warranted.
The Allstate Corporation	ALL	USA	24/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	There is some concern regarding STI structure and goal rigor. Although the STI pool is funded formulaically, individual payouts are ultimately discretionary. In addition, the company does not disclose forward-looking goals for one LTI metric or a cap on relative TSR vesting if absolute TSR is negative. However, the CEO received an STI payout at the formulaic funding level, consistent with past practice, and the committee provides a reasonable rationale for setting certain targets below 2020 results. In addition, the company targets a majority of equity awards as multi-year performance shares, the LTI metric for which goals are not disclosed is growth-based, and the relative TSR metric targets outperformance. On balance of these factors, a vote FOR this proposal is warranted, with caution. Continued close monitoring of STI goal rigor and discretionary payout determinations is warranted.
The Allstate Corporation	ALL	USA	24/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Allgion Plc	ALLE	Ireland	2/06/2022	Elect Director	Elect Director Kirk S. Hachigian	For	For	A vote FOR the director nominees is warranted.
Allgion Plc	ALLE	Ireland	2/06/2022	Elect Director	Elect Director Steven C. Mizell	For	For	A vote FOR the director nominees is warranted.
Allgion Plc	ALLE	Ireland	2/06/2022	Elect Director	Elect Director Nicole Parent Haughey	For	For	A vote FOR the director nominees is warranted.
Allgion Plc	ALLE	Ireland	2/06/2022	Elect Director	Elect Director Lauren B. Peters	For	For	A vote FOR the director nominees is warranted.
Allgion Plc	ALLE	Ireland	2/06/2022	Elect Director	Elect Director David D. Petratsis	For	For	A vote FOR the director nominees is warranted.
Allgion Plc	ALLE	Ireland	2/06/2022	Elect Director	Elect Director Dean I. Schaffer	For	For	A vote FOR the director nominees is warranted.
Allgion Plc	ALLE	Ireland	2/06/2022	Elect Director	Elect Director Dev Vardhan	For	For	A vote FOR the director nominees is warranted.
Allgion Plc	ALLE	Ireland	2/06/2022	Elect Director	Elect Director Martin E. Welch, III	For	For	A vote FOR the director nominees is warranted.

Allegion Plc	ALLE	Ireland	2/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. While some concerns remain regarding performance target setting, as FY21 targets under the annual incentive plan were set below both targets and results from the year prior, and the relative TSR metric under the long-term incentive plan targets mere median performance, annual incentive awards remain based primarily on financial performance and the recently vested PSUs were earned below target, somewhat mitigating concerns regarding the rigor of the TSR metric.
Allegion Plc	ALLE	Ireland	2/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Allegion Plc	ALLE	Ireland	2/06/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Renew the Board's Authority to Issue Shares Under Irish Law	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Allegion Plc	ALLE	Ireland	2/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
ALS Limited	ALQ	Australia	28/07/2021	Elect Director	Elect Bruce Phillips as Director	For	For	A vote FOR the re-election of Bruce Phillips and Charlie Sartain is warranted. No material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
ALS Limited	ALQ	Australia	28/07/2021	Elect Director	Elect Charlie Sartain as Director	For	For	A vote FOR the re-election of Bruce Phillips and Charlie Sartain is warranted. No material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
ALS Limited	ALQ	Australia	28/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted. There is a satisfactory level of disclosure and alignment between executive remuneration outcomes, company performance and shareholder interests. Although there is some concern that the FY21 STI bonus targets were set half-way through the year and the gateway target was lowered, these are not unreasonable in light of the uncertainty in the first half of the year in 2020 due to the COVID-19 pandemic. The company's performance in FY21 supports the bonuses achieved in the year, and the company will revert to its traditional STI structure in FY22.
ALS Limited	ALQ	Australia	28/07/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Raj Naran	For	For	A vote FOR the grant of performance rights to the CEO is warranted.* The structure of the LTI plan and grant remain broadly unchanged from the prior period.* Performance measures align with improved shareholder interests.* The three-year performance period is at the minimum accepted by current market standards. However, shareholder concerns remain that: " There is the ability for accelerated vesting on a change of control." If this resolution is not approved, a cash payment will be made to the value of any vested rights in lieu of securities. This 'false choice' has the effect of diminishing shareholder rights.
ALS Limited	ALQ	Australia	28/07/2021	Approve or Amend Severance Agreements/Change-in-Control Agreements	Approve Prospective Termination Payments	For	For	A vote FOR this resolution is warranted.* This relates to termination benefits derived through the vesting of awards under the STI and LTI schemes in certain circumstances.* This will be subject to performance at the time of termination having regard to the duration of the performance period or years of service with the company.
Altium Limited	ALU	Australia	18/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this proposal is warranted, as pay is reasonably aligned with performance and shareholder outcomes for the period under review.* The company announced it will no longer pay STI awards with all variable remuneration now tagged to its LTI plan, reflecting the long-term corporate strategy.* The LTI opportunity was achieved at 43.2 percent.* The company maintains robust shareholding guidelines for executives that enhance the alignment with shareholder interests.
Altium Limited	ALU	Australia	18/11/2021	Elect Director	Elect Samuel Weiss as Director	For	For	A qualified vote FOR the re-election of Chairman Samuel (Item 3) is warranted, although this is not without concern. He serves as a non-independent non-executive chairman, classified as such given his excessive tenure of 14 years, on a non-majority independent board. However, support is on the basis that there are presently only three non-executive directors and succession planning is required to be undertaken. He also serves as a non-independent member of the Audit Committee, which is majority, but not entirely independent. A vote AGAINST the re-election of Sergiy Kostynsky (Item 4) is warranted at this time to highlight corporate governance concerns for a lack of independence of the board. He serves as a non-independent executive director on a non-majority independent board. The board has two executive directors, including the Managing Director and CEO Aram Mirkazemi, and Kostynsky. Australian corporate governance standards and good market practice do not support multiple executive directors serving on a non-majority independent board.
Altium Limited	ALU	Australia	18/11/2021	Elect Director	Elect Sergiy Kostynsky as Director	Against	Against	A qualified vote FOR the re-election of Chairman Samuel (Item 3) is warranted, although this is not without concern. He serves as a non-independent non-executive chairman, classified as such given his excessive tenure of 14 years, on a non-majority independent board. However, support is on the basis that there are presently only three non-executive directors and succession planning is required to be undertaken. He also serves as a non-independent member of the Audit Committee, which is majority, but not entirely independent. A vote AGAINST the re-election of Sergiy Kostynsky (Item 4) is warranted at this time to highlight corporate governance concerns for a lack of independence of the board. He serves as a non-independent executive director on a non-majority independent board. The board has two executive directors, including the Managing Director and CEO Aram Mirkazemi, and Kostynsky. Australian corporate governance standards and good market practice do not support multiple executive directors serving on a non-majority independent board.
Altium Limited	ALU	Australia	18/11/2021	Renew Partial Takeover Provision	Approve Renewal of Proportional Takeover Provision	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Altium Limited	ALU	Australia	18/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Increase in Non-Executive Directors' Fee Pool	Against	Against	A vote AGAINST this resolution is warranted.* The case has not been made in support of the significant quantum of the proposed increase being an additional 50 percent of the current fee cap.* There is sufficient headroom in the current fee cap given there are currently three NEDs, including the chairman, and total NED fees paid in FY21 amounted to \$635,000. This leaves sufficient headroom to pay an additional \$865,000 in fees, which would allow the company to take on up to four new NEDs.* Given that NED fees currently exceed the median of market cap (ASX 101-125) and selected industry peers, it would not appear that an increase in the fee cap could reasonably be required for a substantial increase in NED fees.
Altium Limited	ALU	Australia	18/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted. The proposed new constitution includes wording that could permit general meetings to be held by virtual-only means. While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meeting. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders. It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic; however, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and executive documents until 31 March 2022 [refer LINK]. Accordingly, there appears no benefit to shareholders from approving this provision at present. Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
Atlas Arteria	ALX	Australia	10/05/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Appoint PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted because this is a routine item and no significant concerns have been identified.
Atlas Arteria	ALX	Australia	10/05/2022	Elect Director	Elect David Bartholomew as Director	For	For	A qualified vote FOR the re-election of David Bartholomew and Jean-Georges Malcor is warranted. Concerns are raised in regard to their role on the People and Remuneration Committee which has oversight of what are considered to be problematic pay practices which are misaligned with market practice and shareholder interests.
Atlas Arteria	ALX	Australia	10/05/2022	Elect Director	Elect Jean-Georges Malcor as Director	For	For	A qualified vote FOR the re-election of David Bartholomew and Jean-Georges Malcor is warranted. Concerns are raised in regard to their role on the People and Remuneration Committee which has oversight of what are considered to be problematic pay practices which are misaligned with market practice and shareholder interests.
Atlas Arteria	ALX	Australia	10/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve the Remuneration Report	Against	Against	A vote AGAINST this resolution is warranted given: * Significant increase in executive remuneration in FY20 and director remuneration in FY22. * Reduced weighting to financial metrics in the FY22 STI award, * FY22 LTI has 50 percent allocated to poorly disclosed strategic measures that are part of the day job and appearing to be also partially captured in existing STI performance measures – the achievement of the strategic measures would be expected to flow into improved performance and securityholder returns. * The three-year LTI performance period does not reflect the long-term nature of the Group's business model, compared with similar companies, such as Transurban, and the better practices of other large ASX-listed entities. * The LTI allows for 'dividends on unvested shares' for distributions paid in the performance period on rights that vesting, noting no entitlement to the dividends until the underlying securities have vested, and * Despite being temporarily suspended, non-executive directors are entitled to receive travel fees in addition to their directors' fees which is not aligned with market practice or expectation.
Atlas Arteria	ALX	Australia	10/05/2022	Elect Director	Elect Jeffrey Conyers as Director	For	For	A vote FOR all nominees is warranted.
Atlas Arteria	ALX	Australia	10/05/2022	Elect Director	Elect Caroline Foulger as Director	For	For	A vote FOR all nominees is warranted.
Atlas Arteria	ALX	Australia	10/05/2022	Approve Share Plan Grant	Approve Grant of Performance Rights to Graeme Bevans	Against	Against	A vote AGAINST the grant of LTI performance rights (Item 4) is warranted because of concerns for inconsistency with market practice, peers and shareholder interests for the allocation of 50 percent of the award to "strategic" measures, which is excessive, with no specific or tangible targets disclosed and that the strategic objectives in this cash of generating cashflow and extended concession life are regarded core "day job" responsibilities that would ordinarily be seen in improved financial outcomes and shareholder returns as at peers such as tollroad operator, Transurban Group. A vote FOR the grant of restricted securities (Item 5) is warranted on the basis that the Group has reverted to a more typical approval process of seeking annual approval of deferred STIs in retrospect, ie. following the annual assessment of performance, rather than the in advance approval for the maximum value of the award.
Atlas Arteria	ALX	Australia	10/05/2022	Approve Share Plan Grant	Approve Grant of Restricted Securities to Graeme Bevans	For	For	A vote AGAINST the grant of LTI performance rights (Item 4) is warranted because of concerns for inconsistency with market practice, peers and shareholder interests for the allocation of 50 percent of the award to "strategic" measures, which is excessive, with no specific or tangible targets disclosed and that the strategic objectives in this cash of generating cashflow and extended concession life are regarded core "day job" responsibilities that would ordinarily be seen in improved financial outcomes and shareholder returns as at peers such as tollroad operator, Transurban Group. A vote FOR the grant of restricted securities (Item 5) is warranted on the basis that the Group has reverted to a more typical approval process of seeking annual approval of deferred STIs in retrospect, ie. following the annual assessment of performance, rather than the in advance approval for the maximum value of the award.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Elect Director	Elect Director Rani Borkar	For	For	A vote FOR the director nominees is warranted.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Elect Director	Elect Director Judy Bruner	For	For	A vote FOR the director nominees is warranted.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Elect Director	Elect Director Xun (Eric) Chen	For	For	A vote FOR the director nominees is warranted.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Elect Director	Elect Director Aart J. de Geus	For	For	A vote FOR the director nominees is warranted.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Elect Director	Elect Director Gary E. Dickerson	For	For	A vote FOR the director nominees is warranted.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Elect Director	Elect Director Thomas J. Iannotti	For	For	A vote FOR the director nominees is warranted.

Applied Materials, Inc.	AMAT	USA	10/03/2022	Elect Director	Elect Director Alexander A. Karsner	For	For	A vote FOR the director nominees is warranted.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Elect Director	Elect Director Adrianna C. Ma	For	For	A vote FOR the director nominees is warranted.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Elect Director	Elect Director Yvonne McGill	For	For	A vote FOR the director nominees is warranted.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Elect Director	Elect Director Scott A. McGregor	For	For	A vote FOR the director nominees is warranted.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Company-Specific-Compensation-Related	Improve Executive Compensation Program and Policy	Against	Against	A vote AGAINST this proposal is warranted, as the board and compensation committee are generally best suited to make decisions regarding the principal objectives of executive compensation. The company provides disclosure surrounding its executive compensation setting process and no pay-for-performance concerns have been identified.
Amcor Plc	AMCR	Jersey	10/11/2021	Elect Director	Elect Director Graeme Liebelt	For	For	A vote FOR the director nominees is warranted.
Amcor Plc	AMCR	Jersey	10/11/2021	Elect Director	Elect Director Armin Meyer	For	For	A vote FOR the director nominees is warranted.
Amcor Plc	AMCR	Jersey	10/11/2021	Elect Director	Elect Director Ronald Delia	For	For	A vote FOR the director nominees is warranted.
Amcor Plc	AMCR	Jersey	10/11/2021	Elect Director	Elect Director Achal Agarwal	For	For	A vote FOR the director nominees is warranted.
Amcor Plc	AMCR	Jersey	10/11/2021	Elect Director	Elect Director Andrea Bertone	For	For	A vote FOR the director nominees is warranted.
Amcor Plc	AMCR	Jersey	10/11/2021	Elect Director	Elect Director Susan Carter	For	For	A vote FOR the director nominees is warranted.
Amcor Plc	AMCR	Jersey	10/11/2021	Elect Director	Elect Director Karen Guerra	For	For	A vote FOR the director nominees is warranted.
Amcor Plc	AMCR	Jersey	10/11/2021	Elect Director	Elect Director Nicholas (Tom) Long	For	For	A vote FOR the director nominees is warranted.
Amcor Plc	AMCR	Jersey	10/11/2021	Elect Director	Elect Director Arun Nayyar	For	For	A vote FOR the director nominees is warranted.
Amcor Plc	AMCR	Jersey	10/11/2021	Elect Director	Elect Director Jeremy Sutcliffe	For	For	A vote FOR the director nominees is warranted.
Amcor Plc	AMCR	Jersey	10/11/2021	Elect Director	Elect Director David Szczupak	For	For	A vote FOR the director nominees is warranted.
Amcor Plc	AMCR	Jersey	10/11/2021	Ratify Auditors	Ratify PricewaterhouseCoopers AG as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Amcor Plc	AMCR	Jersey	10/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. The limited disclosure of short-term incentive metrics and goals raises some concern. However, short-term incentives are predominantly based on pre-set objective measures, long-term incentives remain entirely performance-based with clearly-disclosed forward-looking goals, and the CEO's total pay is in line with the peer median.
Advanced Micro Devices, Inc.	AMD	USA	18/05/2022	Elect Director	Elect Director John E. Caldwell	For	For	A vote FOR the director nominees is warranted.
Advanced Micro Devices, Inc.	AMD	USA	18/05/2022	Elect Director	Elect Director Nora M. Denzel	For	For	A vote FOR the director nominees is warranted.
Advanced Micro Devices, Inc.	AMD	USA	18/05/2022	Elect Director	Elect Director Mark Durcan	For	For	A vote FOR the director nominees is warranted.
Advanced Micro Devices, Inc.	AMD	USA	18/05/2022	Elect Director	Elect Director Michael P. Gregoire	For	For	A vote FOR the director nominees is warranted.
Advanced Micro Devices, Inc.	AMD	USA	18/05/2022	Elect Director	Elect Director Joseph A. Householder	For	For	A vote FOR the director nominees is warranted.
Advanced Micro Devices, Inc.	AMD	USA	18/05/2022	Elect Director	Elect Director John W. Marron	For	For	A vote FOR the director nominees is warranted.
Advanced Micro Devices, Inc.	AMD	USA	18/05/2022	Elect Director	Elect Director Jon A. Olson	For	For	A vote FOR the director nominees is warranted.
Advanced Micro Devices, Inc.	AMD	USA	18/05/2022	Elect Director	Elect Director Lisa T. Su	For	For	A vote FOR the director nominees is warranted.
Advanced Micro Devices, Inc.	AMD	USA	18/05/2022	Elect Director	Elect Director Abhi Y. Talwalkar	For	For	A vote FOR the director nominees is warranted.
Advanced Micro Devices, Inc.	AMD	USA	18/05/2022	Elect Director	Elect Director Elizabeth W. Vanderslice	For	For	A vote FOR the director nominees is warranted.
Advanced Micro Devices, Inc.	AMD	USA	18/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Advanced Micro Devices, Inc.	AMD	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. The majority of CEO pay remains conditioned on objective performance metrics.
AMETEK, Inc.	AME	USA	5/05/2022	Elect Director	Elect Director Steven W. Kohlhagen	For	For	A vote FOR the director nominees is warranted.
AMETEK, Inc.	AME	USA	5/05/2022	Elect Director	Elect Director Dean Seavers	For	For	A vote FOR the director nominees is warranted.
AMETEK, Inc.	AME	USA	5/05/2022	Elect Director	Elect Director David A. Zapico	For	For	A vote FOR the director nominees is warranted.
AMETEK, Inc.	AME	USA	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Despite some ongoing concerns regarding single trigger acceleration and the rigor of the LTI plan, a vote FOR this proposal is warranted as pay and performance are reasonably aligned.
AMETEK, Inc.	AME	USA	5/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Amgen Inc.	AMGN	USA	17/05/2022	Elect Director	Elect Director Wanda M. Austin	For	For	A vote FOR the director nominees is warranted.
Amgen Inc.	AMGN	USA	17/05/2022	Elect Director	Elect Director Robert A. Bradley	For	For	A vote FOR the director nominees is warranted.
Amgen Inc.	AMGN	USA	17/05/2022	Elect Director	Elect Director Brian J. Druker	For	For	A vote FOR the director nominees is warranted.
Amgen Inc.	AMGN	USA	17/05/2022	Elect Director	Elect Director Robert A. Eckert	For	For	A vote FOR the director nominees is warranted.
Amgen Inc.	AMGN	USA	17/05/2022	Elect Director	Elect Director Greg C. Garland	For	For	A vote FOR the director nominees is warranted.
Amgen Inc.	AMGN	USA	17/05/2022	Elect Director	Elect Director Charles M. Holley, Jr.	For	For	A vote FOR the director nominees is warranted.
Amgen Inc.	AMGN	USA	17/05/2022	Elect Director	Elect Director S. Omar Ishaq	For	For	A vote FOR the director nominees is warranted.
Amgen Inc.	AMGN	USA	17/05/2022	Elect Director	Elect Director Tyler Jacks	For	For	A vote FOR the director nominees is warranted.
Amgen Inc.	AMGN	USA	17/05/2022	Elect Director	Elect Director Ellen J. Kullman	For	For	A vote FOR the director nominees is warranted.
Amgen Inc.	AMGN	USA	17/05/2022	Elect Director	Elect Director Amy E. Miles	For	For	A vote FOR the director nominees is warranted.
Amgen Inc.	AMGN	USA	17/05/2022	Elect Director	Elect Director Ronald D. Sugar	For	For	A vote FOR the director nominees is warranted.
Amgen Inc.	AMGN	USA	17/05/2022	Elect Director	Elect Director R. Sanders Williams	For	For	A vote FOR the director nominees is warranted.
Amgen Inc.	AMGN	USA	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives were largely determined by pre-set financial metrics. In addition, half of long-term incentives were performance-based, measured over a multi-year performance period.
Amgen Inc.	AMGN	USA	17/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
AMP Ltd.	AMP	Australia	20/05/2022	Elect Director	Elect Andrea Slattery as Director	For	For	A qualified vote FOR all nominees is warranted given all directors are members of the Audit Committee and excessive non-audit fees are observed which may impact on audit independence.
AMP Ltd.	AMP	Australia	20/05/2022	Elect Director	Elect Michael (Mike) Hirst as Director	For	For	A qualified vote FOR all nominees is warranted given all directors are members of the Audit Committee and excessive non-audit fees are observed which may impact on audit independence.
AMP Ltd.	AMP	Australia	20/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the 2021 remuneration report is warranted. Quantitative pay for performance analysis has identified a high level of concern for misalignment of pay and performance and shareholder outcomes, and there are additional concerns regarding the company's remuneration arrangements which are inconsistent with market practices as follows: * Excessive weighting to discretionary non-financial/strategic initiatives in the STI with only 30 percent weighting to financial results, * Financial performance measures were disclosed as significantly below target and significant STI bonuses were awarded on the non-financial performance measures (such as gender diversity, inclusion index, green risk scorecard) being materially misaligned with the company's results and shareholder returns over the period and longer periods, * There is limited disclosure of any specific and quantified targets for each performance measure confirming poor justification of bonuses which appear in the nature of excessive bonuses for the "day job".
AMP Ltd.	AMP	Australia	20/05/2022	Approve Share Plan Grant	Approve Grant of Performance Rights to Alexis George	For	For	A qualified vote FOR this resolution is warranted given that the LTI grant structure is consistent with market practice and comprises relative TSR performance conditions measured over a three-year performance period with no vesting and a further one-year restriction. The qualification is based on the following shareholder concerns: * The quantum is high and well above market median, * There is no positive TSR gateway to ensure a positive shareholder return, * Short performance period, noting many financials and large ASX-listed entities have performance periods of four years or more to better align with longer term shareholder interests, * Potential Board discretion in relation to the relative TSR calculation, especially noting company's recent divestments of the AMP Capital (Collimate Capital) businesses, and * Shareholders have been given a false choice given the Board will consider alternative incentive arrangements if this resolution is not approved.
Ameriprise Financial, Inc.	AMP	USA	27/04/2022	Elect Director	Elect Director James M. Cracchiolo	For	For	A vote FOR the director nominees is warranted.
Ameriprise Financial, Inc.	AMP	USA	27/04/2022	Elect Director	Elect Director Dianne Neal Blixt	For	For	A vote FOR the director nominees is warranted.
Ameriprise Financial, Inc.	AMP	USA	27/04/2022	Elect Director	Elect Director Amy DiGeso	For	For	A vote FOR the director nominees is warranted.
Ameriprise Financial, Inc.	AMP	USA	27/04/2022	Elect Director	Elect Director Lon R. Greenberg	For	For	A vote FOR the director nominees is warranted.
Ameriprise Financial, Inc.	AMP	USA	27/04/2022	Elect Director	Elect Director Robert F. Sharpe, Jr.	For	For	A vote FOR the director nominees is warranted.
Ameriprise Financial, Inc.	AMP	USA	27/04/2022	Elect Director	Elect Director Brian T. Shea	For	For	A vote FOR the director nominees is warranted.
Ameriprise Financial, Inc.	AMP	USA	27/04/2022	Elect Director	Elect Director W. Edward Walter, III	For	For	A vote FOR the director nominees is warranted.
Ameriprise Financial, Inc.	AMP	USA	27/04/2022	Elect Director	Elect Director Christopher J. Williams	For	For	A vote FOR the director nominees is warranted.
Ameriprise Financial, Inc.	AMP	USA	27/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay outcomes were ultimately aligned with performance for the year in review. However, shareholders would benefit from improved disclosure for a portion of the scorecard used to determine the annual cash incentive and shareholders should continue to monitor pay outcomes in light of the degree to which discretion may ultimately influence awards.
Ameriprise Financial, Inc.	AMP	USA	27/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Atomos Limited	AMS	Australia	23/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the adoption of the remuneration report is warranted. The remuneration practices of the company on balance are in line with local market standards. Nevertheless, shareholders may be concerned with the following: * Payment of sign-on bonus to an executive, * Lack of disclosure on specific and quantified STI, which hinders shareholders' abilities to assess performance alignment and goal rigor setting, * Non-disclosure of TSR targets and insufficiently demanding performance hurdle of LTI awards; and * Discounted exercise price of incentive options.
Atomos Limited	AMS	Australia	23/11/2021	Elect Director	Elect Hossein Yassaie as Director	For	For	Items 2A to 2CA vote FOR the (re)election of Sir Hossein Yassaie, Megan Brownlow, and Lauren Williams is warranted. Item 2D This resolution has been withdrawn in light of founder Jeremy Young's retirement as director of the company.

Atomos Limited	AMS	Australia	23/11/2021	Elect Director	Elect Megan Brownlow as Director	For	For	Items 2A to 2CA vote FOR the (re)election of Sir Hossein Yassaie, Megan Brownlow, and Lauren Williams is warranted.Item 2DThis resolution has been withdrawn in light of founder Jeremy Young's retirement as director of the company.
Atomos Limited	AMS	Australia	23/11/2021	Elect Director	Elect Lauren Williams as Director	For	For	Items 2A to 2CA vote FOR the (re)election of Sir Hossein Yassaie, Megan Brownlow, and Lauren Williams is warranted.Item 2DThis resolution has been withdrawn in light of founder Jeremy Young's retirement as director of the company.
Atomos Limited	AMS	Australia	23/11/2021	Elect Director	***Withdrawn Resolution*** Elect Jeremy Young as Director			Items 2A to 2CA vote FOR the (re)election of Sir Hossein Yassaie, Megan Brownlow, and Lauren Williams is warranted.Item 2DThis resolution has been withdrawn in light of founder Jeremy Young's retirement as director of the company.
Atomos Limited	AMS	Australia	23/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Increase of Non-Executive Director Fee Pool	Against	Against	A vote AGAINST the proposed increase in the directors' fee pool is warranted because the degree of flexibility afforded by the proposed fee cap is unreasonable in light of the room under the current fee cap. Furthermore, the board has not provided a compelling rationale to justify the substantial fee cap increase.
Atomos Limited	AMS	Australia	23/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Christopher Tait	For	For	A vote FOR these resolutions is warranted.
Atomos Limited	AMS	Australia	23/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Stephen Stanley	For	For	A vote FOR these resolutions is warranted.
Atomos Limited	AMS	Australia	23/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Hossein Yassaie	For	For	A vote FOR these resolutions is warranted.
Atomos Limited	AMS	Australia	23/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Megan Brownlow	For	For	A vote FOR these resolutions is warranted.
Atomos Limited	AMS	Australia	23/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Lauren Williams	For	For	A vote FOR these resolutions is warranted.
Atomos Limited	AMS	Australia	23/11/2021	Approve Omnibus Stock Plan	Approve Atomos Equity Incentive Plan	For	For	A qualified vote FOR this resolution is warranted given that the plan establishes the broader framework for equity-incentives to a wider range of the company's employees.However, governance concern exists in relation to NEDs being eligible to participate in the plan. This is inconsistent with shareholder expectations in this market given that NEDs do not receive incentive-based pay. Nevertheless, it is noted that any grant to NEDs would require shareholder approval.
American Tower Corporation	AMT	USA	18/05/2022	Elect Director	Elect Director Thomas A. Bartlett	For	For	A vote FOR the director nominees is warranted.
American Tower Corporation	AMT	USA	18/05/2022	Elect Director	Elect Director Kelly C. Chambliss	For	For	A vote FOR the director nominees is warranted.
American Tower Corporation	AMT	USA	18/05/2022	Elect Director	Elect Director Teresa H. Clarke	For	For	A vote FOR the director nominees is warranted.
American Tower Corporation	AMT	USA	18/05/2022	Elect Director	Elect Director Raymond P. Dolan	For	For	A vote FOR the director nominees is warranted.
American Tower Corporation	AMT	USA	18/05/2022	Elect Director	Elect Director Kenneth R. Frank	For	For	A vote FOR the director nominees is warranted.
American Tower Corporation	AMT	USA	18/05/2022	Elect Director	Elect Director Robert D. Hormats	For	For	A vote FOR the director nominees is warranted.
American Tower Corporation	AMT	USA	18/05/2022	Elect Director	Elect Director Grace D. Lieblein	For	For	A vote FOR the director nominees is warranted.
American Tower Corporation	AMT	USA	18/05/2022	Elect Director	Elect Director Craig Macnab	For	For	A vote FOR the director nominees is warranted.
American Tower Corporation	AMT	USA	18/05/2022	Elect Director	Elect Director JoAnn A. Reed	For	For	A vote FOR the director nominees is warranted.
American Tower Corporation	AMT	USA	18/05/2022	Elect Director	Elect Director Pamela D.A. Reeve	For	For	A vote FOR the director nominees is warranted.
American Tower Corporation	AMT	USA	18/05/2022	Elect Director	Elect Director David E. Sharbutt	For	For	A vote FOR the director nominees is warranted.
American Tower Corporation	AMT	USA	18/05/2022	Elect Director	Elect Director Bruce L. Tanner	For	For	A vote FOR the director nominees is warranted.
American Tower Corporation	AMT	USA	18/05/2022	Elect Director	Elect Director Samme L. Thompson	For	For	A vote FOR the director nominees is warranted.
American Tower Corporation	AMT	USA	18/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
American Tower Corporation	AMT	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay is conditioned on objective performance metrics and the majority of equity awards are conditioned on long-term financial performance goals.
Amazon.com, Inc.	AMZN	USA	25/05/2022	Labor Issues - Discrimination and Miscellaneous	Report on Risks Associated with Use of Concealment Clauses	For	For	A vote FOR this proposal is warranted because more information could help shareholders better understand how the company is assessing and managing the risks of using of concealment clauses.
Amazon.com, Inc.	AMZN	USA	25/05/2022	Charitable Contributions	Report on Charitable Contributions	Against	Against	A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.
Amazon.com, Inc.	AMZN	USA	25/05/2022	Miscellaneous Proposal - Social	Publish a Tax Transparency Report	For	For	A vote FOR this proposal is warranted as the proposed GRI Tax Standard would enhance the company's transparency in communicating its tax practices to investors globally.
Amazon.com, Inc.	AMZN	USA	25/05/2022	Improve Human Rights Standards or Policies	Report on Protecting the Rights of Freedom of Association and Collective Bargaining	For	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.
Amazon.com, Inc.	AMZN	USA	25/05/2022	Political Lobbying Disclosure	Report on Lobbying Payments and Policy	For	For	A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.
Amazon.com, Inc.	AMZN	USA	25/05/2022	Require More Director Nominations Than Open Seats	Require More Director Nominations Than Open Seats	Against	Against	A vote AGAINST this proposal is warranted, as the proponent has not made a compelling case that the proposed change in the director election process would improve the composition of the board or the performance of the company.
Amazon.com, Inc.	AMZN	USA	25/05/2022	Facility Safety	Commission a Third Party Audit on Working Conditions	For	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure through third-party auditing on warehouse working conditions.
Amazon.com, Inc.	AMZN	USA	25/05/2022	Gender Pay Gap	Report on Median Gender/Racial Pay Gap	For	For	A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives and its management of related risks.
Amazon.com, Inc.	AMZN	USA	25/05/2022	Racial Equity and/or Civil Rights Audit	Oversee and Report a Racial Equity Audit *Withdrawn Resolution*			This proposal has been WITHDRAWN.
Amazon.com, Inc.	AMZN	USA	25/05/2022	Human Rights Risk Assessment	Commission Third Party Study and Report on Risks Associated with Use of Recognition	For	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.
Amazon.com, Inc.	AMZN	USA	25/05/2022	Elect Director	Elect Director Jeffrey P. Bezos	Against	Against	A vote AGAINST longstanding members of the Leadership Development and Compensation Committee Daniel Huttenlocher and Judith McGrath is warranted for failure to manage and mitigate workplace health and safety related risks. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Jeffrey Bezos are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR all remaining director nominees is warranted at this time.
Amazon.com, Inc.	AMZN	USA	25/05/2022	Elect Director	Elect Director Andrew R. Jassy	For	For	A vote AGAINST longstanding members of the Leadership Development and Compensation Committee Daniel Huttenlocher and Judith McGrath is warranted for failure to manage and mitigate workplace health and safety related risks. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Jeffrey Bezos are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR all remaining director nominees is warranted at this time.
Amazon.com, Inc.	AMZN	USA	25/05/2022	Elect Director	Elect Director Keith B. Alexander	For	For	A vote AGAINST longstanding members of the Leadership Development and Compensation Committee Daniel Huttenlocher and Judith McGrath is warranted for failure to manage and mitigate workplace health and safety related risks. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Jeffrey Bezos are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR all remaining director nominees is warranted at this time.
Amazon.com, Inc.	AMZN	USA	25/05/2022	Elect Director	Elect Director Edith W. Cooper	For	For	A vote AGAINST longstanding members of the Leadership Development and Compensation Committee Daniel Huttenlocher and Judith McGrath is warranted for failure to manage and mitigate workplace health and safety related risks. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Jeffrey Bezos are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR all remaining director nominees is warranted at this time.
Amazon.com, Inc.	AMZN	USA	25/05/2022	Elect Director	Elect Director Jamie S. Gorelick	For	For	A vote AGAINST longstanding members of the Leadership Development and Compensation Committee Daniel Huttenlocher and Judith McGrath is warranted for failure to manage and mitigate workplace health and safety related risks. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Jeffrey Bezos are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR all remaining director nominees is warranted at this time.
Amazon.com, Inc.	AMZN	USA	25/05/2022	Elect Director	Elect Director Daniel P. Huttenlocher	Against	Against	A vote AGAINST longstanding members of the Leadership Development and Compensation Committee Daniel Huttenlocher and Judith McGrath is warranted for failure to manage and mitigate workplace health and safety related risks. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Jeffrey Bezos are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR all remaining director nominees is warranted at this time.
Amazon.com, Inc.	AMZN	USA	25/05/2022	Elect Director	Elect Director Judith A. McGrath	Against	Against	A vote AGAINST longstanding members of the Leadership Development and Compensation Committee Daniel Huttenlocher and Judith McGrath is warranted for failure to manage and mitigate workplace health and safety related risks. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Jeffrey Bezos are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR all remaining director nominees is warranted at this time.

ANSYS, Inc.	ANSS	USA	12/05/2022	Approve Qualified Employee Stock Purchase Plan	Approve Qualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted given that: * The purchase price is reasonable; * The number of shares reserved is reasonable; and * The offering period is within the limits prescribed by Section 432 of the Internal Revenue Code.
ANSYS, Inc.	ANSS	USA	12/05/2022	Declassify the Board of Directors	Declassify the Board of Directors	For	For	A vote FOR this proposal is warranted because the declassification would enhance board accountability.
Anthem, Inc.	ANTM	USA	18/05/2022	Elect Director	Elect Director Susan D. DeVore	For	For	A vote FOR the director nominees is warranted.
Anthem, Inc.	ANTM	USA	18/05/2022	Elect Director	Elect Director Bahija Jallal	For	For	A vote FOR the director nominees is warranted.
Anthem, Inc.	ANTM	USA	18/05/2022	Elect Director	Elect Director Ryan M. Schneider	For	For	A vote FOR the director nominees is warranted.
Anthem, Inc.	ANTM	USA	18/05/2022	Elect Director	Elect Director Elizabeth E. Tallett	For	For	A vote FOR the director nominees is warranted.
Anthem, Inc.	ANTM	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay remains conditioned on objective financial performance metrics.
Anthem, Inc.	ANTM	USA	18/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Anthem, Inc.	ANTM	USA	18/05/2022	Change Company Name	Change Company Name to Elevance Health, Inc.	For	For	A vote FOR this proposal is warranted given that it is unlikely that the name change would have a negative financial impact on the company.
Anthem, Inc.	ANTM	USA	18/05/2022	Political Activities and Action	Adopt a Policy Prohibiting Direct and Indirect Political Contributions to Candidates	Against	Against	A vote AGAINST this resolution is warranted, as the company's political contribution disclosure is adequate for shareholders to understand how the company has been involved in political campaigns and judge whether those contributions are in line with the company's values.
Anthem, Inc.	ANTM	USA	18/05/2022	Racial Equity and/or Civil Rights Audit	Oversee and Report a Racial Equity Audit	For	For	A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of the company's efforts to address the issue of racial inequality for its stakeholders and its management of related risks.
Antofagasta Plc	ANTO	United Kingdom	11/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Antofagasta Plc	ANTO	United Kingdom	11/05/2022	Elect Director	Re-elect Jorge Bande as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Jean-Paul Luksic Fontbona are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Antofagasta Plc	ANTO	United Kingdom	11/05/2022	Elect Director	Re-elect Francisca Castro as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Jean-Paul Luksic Fontbona are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Antofagasta Plc	ANTO	United Kingdom	11/05/2022	Elect Director	Re-elect Michael Anglin as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Jean-Paul Luksic Fontbona are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Antofagasta Plc	ANTO	United Kingdom	11/05/2022	Elect Director	Elect Eugenia Parot as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Jean-Paul Luksic Fontbona are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Antofagasta Plc	ANTO	United Kingdom	11/05/2022	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Antofagasta Plc	ANTO	United Kingdom	11/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Antofagasta Plc	ANTO	United Kingdom	11/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Antofagasta Plc	ANTO	United Kingdom	11/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Antofagasta Plc	ANTO	United Kingdom	11/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Antofagasta Plc	ANTO	United Kingdom	11/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Antofagasta Plc	ANTO	United Kingdom	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted. Although certain features of pay are not consistent with UK practice, the Company is based in Chile. Moreover, as an over-riding consideration, the CEO is not a board member, and details of his remuneration have been disclosed on a voluntary basis.
Antofagasta Plc	ANTO	United Kingdom	11/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Antofagasta Plc	ANTO	United Kingdom	11/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Antofagasta Plc	ANTO	United Kingdom	11/05/2022	Elect Director	Re-elect Jean-Paul Luksic as Director	For	Against	Votes AGAINST incumbent Nominating Committee chair Jean-Paul Luksic Fontbona are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Antofagasta Plc	ANTO	United Kingdom	11/05/2022	Elect Director	Re-elect Tony Jensen as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Jean-Paul Luksic Fontbona are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Antofagasta Plc	ANTO	United Kingdom	11/05/2022	Elect Director	Re-elect Ramon Jara as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Jean-Paul Luksic Fontbona are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Antofagasta Plc	ANTO	United Kingdom	11/05/2022	Elect Director	Re-elect Juan Claro as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Jean-Paul Luksic Fontbona are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Antofagasta Plc	ANTO	United Kingdom	11/05/2022	Elect Director	Re-elect Andronico Luksic as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Jean-Paul Luksic Fontbona are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Antofagasta Plc	ANTO	United Kingdom	11/05/2022	Elect Director	Re-elect Vivianne Blanlot as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Jean-Paul Luksic Fontbona are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Australia and New Zealand Banking Group Limited	ANZ	Australia	16/12/2021	Elect Director	Elect Christine Elizabeth O'Reilly as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.
Australia and New Zealand Banking Group Limited	ANZ	Australia	16/12/2021	Elect Director	Elect John P Key as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.
Australia and New Zealand Banking Group Limited	ANZ	Australia	16/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the 2021 Remuneration Report is warranted. No material misalignment between pay and performance is identified for the period under review. STI bonuses were higher than FY20 mainly reflecting a rebound in economic activity and in light of Board discretion to reduce FY20 bonuses by 50 percent. Nevertheless, concerns continue to be observed for: "Ongoing poor and inferior disclosure of specific STI targets and outcomes," High weighting to non-financial performance measures at 65 percent is little more than bonuses for the "day job", and " There is a lack of a positive TSR gateway for performance rights to ensure that any vesting under a relative TSR component is only made in circumstances when shareholder returns have been positive, noting that LTI vesting in FY21 appears to have occurred when there was a negative TSR over the four-year period to November 2020.
Australia and New Zealand Banking Group Limited	ANZ	Australia	16/12/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Shayne C Elliott	For	For	A qualified vote FOR the FY22 grant of performance rights to the CEO is warranted. The quantum of the CEO's LTI is in line with market median and the absolute TSR growth target is aligned with shareholder outcomes and market practice. However, the qualification is to highlight concerns that the relative TSR component of the LTI does not include a positive TSR gateway to prevent misalignment of executive outcomes with shareholder returns, in the event that there is a negative TSR outcome which outperforms the median of the narrow comparator group, as observed in the assessment of performance against the FY18 LTI grant in FY21.
Australia and New Zealand Banking Group Limited	ANZ	Australia	16/12/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted. This request to amend the company's constitution is potentially broad with no regulatory framework to oversee shareholder proposals. The Board has confirmed its willingness to engage with the shareholder proponents with a view to addressing shareholder requirements.
Australia and New Zealand Banking Group Limited	ANZ	Australia	16/12/2021	Report on Climate Change	Approve Transition Planning Disclosure	For	For	A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks. Furthermore, shareholders would benefit from a stronger alignment between the company's stated goals and its actions regarding corporate responsibility.
Aon plc	AON	Ireland	17/06/2022	Elect Director	Elect Director Lester B. Knight	For	For	A vote FOR the director nominees is warranted.
Aon plc	AON	Ireland	17/06/2022	Elect Director	Elect Director Byron O. Spruell	For	For	A vote FOR the director nominees is warranted.
Aon plc	AON	Ireland	17/06/2022	Elect Director	Elect Director Carolyn Y. Woo	For	For	A vote FOR the director nominees is warranted.
Aon plc	AON	Ireland	17/06/2022	Elect Director	Elect Director Gregory C. Case	For	For	A vote FOR the director nominees is warranted.
Aon plc	AON	Ireland	17/06/2022	Elect Director	Elect Director Jin-Yong Cai	For	For	A vote FOR the director nominees is warranted.
Aon plc	AON	Ireland	17/06/2022	Elect Director	Elect Director Jeffrey C. Campbell	For	For	A vote FOR the director nominees is warranted.
Aon plc	AON	Ireland	17/06/2022	Elect Director	Elect Director Fulvio Conti	For	For	A vote FOR the director nominees is warranted.
Aon plc	AON	Ireland	17/06/2022	Elect Director	Elect Director Cheryl A. Francis	For	For	A vote FOR the director nominees is warranted.
Aon plc	AON	Ireland	17/06/2022	Elect Director	Elect Director J. Michael Losh	For	For	A vote FOR the director nominees is warranted.
Aon plc	AON	Ireland	17/06/2022	Elect Director	Elect Director Richard C. Notebaert	For	For	A vote FOR the director nominees is warranted.
Aon plc	AON	Ireland	17/06/2022	Elect Director	Elect Director Gloria Santana	For	For	A vote FOR the director nominees is warranted.
Aon plc	AON	Ireland	17/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily linked to pre-set financial metrics and regular annual long-term incentive grants are entirely performance-based.
Aon plc	AON	Ireland	17/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Aon plc	AON	Ireland	17/06/2022	Ratify Auditors	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Aon plc	AON	Ireland	17/06/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorize Board to Fix Remuneration of Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
A. O. Smith Corporation	AOS	USA	12/04/2022	Elect Director	Elect Director Victoria M. Holt	For	For	A vote FOR the director nominees is warranted.
A. O. Smith Corporation	AOS	USA	12/04/2022	Elect Director	Elect Director Michael M. Larsen	For	For	A vote FOR the director nominees is warranted.
A. O. Smith Corporation	AOS	USA	12/04/2022	Elect Director	Elect Director Delle K. Wolf	For	For	A vote FOR the director nominees is warranted.
A. O. Smith Corporation	AOS	USA	12/04/2022	Elect Director	Elect Director Gene C. Wulf	For	For	A vote FOR the director nominees is warranted.
A. O. Smith Corporation	AOS	USA	12/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Although some legacy pay practices remain as concerns, the STI awards and a majority of LTI awards are based on objective financial measures.
A. O. Smith Corporation	AOS	USA	12/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.

APA Group	APA	Australia	21/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted as pay does not appear to be materially misaligned with company performance nor securityholder outcomes for the period under review. * The remuneration of the CEO and non-executive director are not excessive relative to market cap peers; * The CEO's fixed pay did not increase in FY21 with only a moderate increase for the next financial year; and* There is improved transparency in the STI plan.However, concerns are raised for the one-off project award of \$750,000 granted to the President North American Development. Payments of project-related bonuses on top of an executive's STI bonus entitlements are inconsistent with securityholder requirements in this market and simply adds to excess.
APA Group	APA	Australia	21/10/2021	Elect Director	Elect Michael Fraser as Director	For	For	A vote FOR the election of independent directors Michael Fraser (Item 2) and Debra Godin (Item 3) is warranted as there are no material concerns regarding board and committee composition resulting from their nomination.
APA Group	APA	Australia	21/10/2021	Elect Director	Elect Debra Godin as Director	For	For	A vote FOR the election of independent directors Michael Fraser (Item 2) and Debra Godin (Item 3) is warranted as there are no material concerns regarding board and committee composition resulting from their nomination.
APA Group	APA	Australia	21/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Robert Wheals	For	For	A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic, with the structure of the LTI unchanged from the prior year and reasonably aligned with securityholder interests with TSR and ROC performance measures.
APA Corporation	APA	USA	13/05/2022	Elect Director	Elect Director Annell R. Bay	For	For	A vote FOR the director nominees is warranted.
APA Corporation	APA	USA	13/05/2022	Elect Director	Elect Director Peter A. Ragauss	For	For	A vote FOR the director nominees is warranted.
APA Corporation	APA	USA	13/05/2022	Elect Director	Elect Director David L. Stover	For	For	A vote FOR the director nominees is warranted.
APA Corporation	APA	USA	13/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
APA Corporation	APA	USA	13/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. While the complexity of the annual incentive plan has been somewhat reduced, the program continues to use a large number of metrics and several metrics lack clear disclosure of pre-set performance targets and corresponding pay outcomes. Further, in the long-term program, TSR shares target effectively median performance while the other financial target is not disclosed. Although the proxy states the committee will reduce the CEO's 2022 equity awards to maintain alignment with the market, the number of shares underlying long-term incentive grants significantly increased in FY21, creating a potential windfall opportunity in the event of a stock price rebound.
APA Corporation	APA	USA	13/05/2022	Elect Director	Elect Director John J. Christmann, IV	For	For	A vote FOR the director nominees is warranted.
APA Corporation	APA	USA	13/05/2022	Elect Director	Elect Director Juliet S. Ellis	For	For	A vote FOR the director nominees is warranted.
APA Corporation	APA	USA	13/05/2022	Elect Director	Elect Director Charles W. Hooper	For	For	A vote FOR the director nominees is warranted.
APA Corporation	APA	USA	13/05/2022	Elect Director	Elect Director Chansoo Joung	For	For	A vote FOR the director nominees is warranted.
APA Corporation	APA	USA	13/05/2022	Elect Director	Elect Director John E. Lowe	For	For	A vote FOR the director nominees is warranted.
APA Corporation	APA	USA	13/05/2022	Elect Director	Elect Director H. Lamar McKay	For	For	A vote FOR the director nominees is warranted.
APA Corporation	APA	USA	13/05/2022	Elect Director	Elect Director Amy H. Nelson	For	For	A vote FOR the director nominees is warranted.
APA Corporation	APA	USA	13/05/2022	Elect Director	Elect Director Daniel W. Rabun	For	For	A vote FOR the director nominees is warranted.
Air Products and Chemicals, Inc.	APD	USA	3/02/2022	Elect Director	Elect Director Charles I. Cogut	For	For	A vote FOR the director nominees is warranted.
Air Products and Chemicals, Inc.	APD	USA	3/02/2022	Elect Director	Elect Director Lisa A. Davis	For	For	A vote FOR the director nominees is warranted.
Air Products and Chemicals, Inc.	APD	USA	3/02/2022	Elect Director	Elect Director Saifallah (Saffi) Ghasemi	For	For	A vote FOR the director nominees is warranted.
Air Products and Chemicals, Inc.	APD	USA	3/02/2022	Elect Director	Elect Director David H. Y. Ho	For	For	A vote FOR the director nominees is warranted.
Air Products and Chemicals, Inc.	APD	USA	3/02/2022	Elect Director	Elect Director Edward L. Monser	For	For	A vote FOR the director nominees is warranted.
Air Products and Chemicals, Inc.	APD	USA	3/02/2022	Elect Director	Elect Director Matthew H. Paul	For	For	A vote FOR the director nominees is warranted.
Air Products and Chemicals, Inc.	APD	USA	3/02/2022	Elect Director	Elect Director Wayne T. Smith	For	For	A vote FOR the director nominees is warranted.
Air Products and Chemicals, Inc.	APD	USA	3/02/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned. The annual incentives were based on a pre-set objective metric, and the long-term equity awards were primarily performance-conditioned.
Air Products and Chemicals, Inc.	APD	USA	3/02/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Eagers Automotive Limited	APE	Australia	18/05/2022	Elect Director	Elect Daniel Thomas Ryan as Director	Against	Against	A vote AGAINST incumbent nomination committee member Daniel (Dan) Ryan is warranted for lack of diversity on the board.
Eagers Automotive Limited	APE	Australia	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted. * Quantitative pay for performance analysis indicates a low level of concern for misalignment of pay, performance and shareholder outcomes. * STI bonuses are reasonably aligned with financial performance in the year. * STI disclosure of performance measures and targets and bonuses offers reasonable transparency. * The FY21 LTI grant is in the form of options with a market-based exercise price, vesting after four years and subject to achieving 9 percent EPS CAGR over the period. Concerns are highlighted for: * Poor disclosure of non-financial STI performance targets and achievements. * The FY21 LTI grant was not put as a resolution at the prior AGM for shareholder consideration and approval as is expected practice in ASX300 companies. * There is double counting of the EPS CAGR and interest cover performance measures in the STI and LTI, with concerns for the rigor of the EPS targets in the STI and that executives would be rewarded twice for the same performance. * There is no disclosure to explain the issuance of shares to the CEO and CFO under the legacy LTI plan.
Amphenol Corporation	APH	USA	18/05/2022	Elect Director	Elect Director Nancy A. Altobello	For	For	A vote FOR the director nominees is warranted.
Amphenol Corporation	APH	USA	18/05/2022	Elect Director	Elect Director Stanley L. Clark	For	For	A vote FOR the director nominees is warranted.
Amphenol Corporation	APH	USA	18/05/2022	Elect Director	Elect Director David P. Falck	For	For	A vote FOR the director nominees is warranted.
Amphenol Corporation	APH	USA	18/05/2022	Elect Director	Elect Director Edward G. Jepsen	For	For	A vote FOR the director nominees is warranted.
Amphenol Corporation	APH	USA	18/05/2022	Elect Director	Elect Director Rita S. Lane	For	For	A vote FOR the director nominees is warranted.
Amphenol Corporation	APH	USA	18/05/2022	Elect Director	Elect Director Robert A. Livingston	For	For	A vote FOR the director nominees is warranted.
Amphenol Corporation	APH	USA	18/05/2022	Elect Director	Elect Director Martin H. Loeffler	For	For	A vote FOR the director nominees is warranted.
Amphenol Corporation	APH	USA	18/05/2022	Elect Director	Elect Director R. Adam Norwitz	For	For	A vote FOR the director nominees is warranted.
Amphenol Corporation	APH	USA	18/05/2022	Elect Director	Elect Director Anne Clarke Wolff	For	For	A vote FOR the director nominees is warranted.
Amphenol Corporation	APH	USA	18/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Amphenol Corporation	APH	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. While CEO pay and company performance were reasonably aligned during the year in review, concerns remain regarding the equity awards lacking any performance-conditions and the lack of disclosure of the actual achieved performance for metrics underlying the annual incentive awards.
Amphenol Corporation	APH	USA	18/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as the reduction to a 10 percent threshold to call a special meeting would improve shareholder rights.
Australian Pharmaceutical Industries Limited	API	Australia	20/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted. Remuneration outcomes are reasonably aligned with the company's financial results and shareholder wealth outcomes. There were no fixed remuneration increases, no LTI vesting and reduced STI bonuses given that the financial gateway was not met. This recommendation is qualified to highlight the following concerns: * Poor and absent STI disclosure which lacks sufficient transparency given the absence of specific and quantified thresholds and targets. * While the financial component of the STI bonus was not awarded given that the financial gateway was not achieved, the non-financial performance measures provided for STI bonuses after the board adjusted the group financial performance gateway for one-off and non-recurring costs. * The specific ROE and EPS growth targets in the LTI grant were not disclosed, which prevented shareholders from independently assessing the rigor of the targets in line with shareholder expectations.
Australian Pharmaceutical Industries Limited	API	Australia	20/01/2022	Elect Director	Elect George Tambassis as Director	For	For	A vote FOR the election of George Tambassis is warranted as no material concerns have been identified regarding his nomination, nor any wider corporate governance issues.
Australian Pharmaceutical Industries Limited	API	Australia	20/01/2022	Approve Share Plan Grant	Approve Grant of Performance Rights to Richard Vincent	Against	Against	A vote AGAINST the grant of performance rights to the CEO is warranted.* Persisting issues identified in prior years remain unaddressed.* There is persisting non-disclosure of the ROE and EPS growth performance targets.* The board has absolute discretion to vary performance hurdles during the performance period.* There continues to be provision for dividends on unvested shares.* The change of control provision allows for automatic waiving of performance conditions, being especially problematic given the Woolworths and Woolworths bids would result in a near terms change in control and accelerated vesting of this FY20 LTI grant.* Discounting of the valuation of the performance rights to a value in July 2021 and not at the prevailing value of the company's shares; and* The 'false choice' has the impact of diminishing shareholder rights, given that if this resolution is not approved, disclosure indicates that it is intended that payment of the LTI will be by way of cash.
Australian Pharmaceutical Industries Limited	API	Australia	17/03/2022	Approve Scheme of Arrangement	Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by WFM Investments Pty Ltd	For	For	A vote FOR the proposed transaction is warranted.* The offer represents an attractive premium of approximately 35 percent to the unaffacted price on 9 July 2021;* The offer is well above recent trading prices (excluding the period that Woolworths' non-binding offer was on the table) and the company's shares have not been higher since December 2018.* The all-cash consideration represents certainty of value;* The offer is within the valuation range estimated by the Independent Expert.* The offer is unanimously supported by the board in the absence of a Superior Proposal.* The market reaction post-announcement indicates broad acceptance of the transaction; and* There have been no superior offers emerging since Woolworths withdrew its non-binding offer in January 2022.
Afterpay Limited	APT	Australia	17/11/2021	Elect Director	Elect Elana Rubin as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.
Afterpay Limited	APT	Australia	17/11/2021	Elect Director	Elect Dana Stadler as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.
Afterpay Limited	APT	Australia	17/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted. No material disconnect between pay, performance and shareholder outcomes is noted.* The Co-CEOs and co-founders have again elected to forgo RSUs and STIs given their current significant shareholdings in the company.* The CFO was the only executive KMP eligible to receive an STI and an LTI in FY21 which was pro-rated for her time in the role. These awards are not contentious or material in the circumstances.* The treatment of the termination of the former CEO is appropriate given he did not participate in the FY21 RSU grant or the FY21 STI and LTI.
Afterpay Limited	APT	Australia	14/12/2021	Approve Scheme of Arrangement	Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by Lanai (AU) 2 Pty Ltd	For	For	A vote FOR this transaction is warranted given:* The transaction terms offer an attractive premium to shareholders.* There is compelling strategic rationale in support of the acquisition, and shareholders will be able to continue to participate in the combined business.* The offer is within the valuation range estimated by the Independent Expert.* The market reaction post-announcement indicates broad acceptance of the transaction.* There is unanimous support of the deal by the board.* There have been no superior offers emerging.
Activ Pte	APT	Jersey	27/04/2022	Elect Director	Elect Director Kevin P. Clark	For	For	A vote FOR the director nominees is warranted.
Activ Pte	APT	Jersey	27/04/2022	Elect Director	Elect Director Richard L. Clemmer	For	For	A vote FOR the director nominees is warranted.
Activ Pte	APT	Jersey	27/04/2022	Elect Director	Elect Director Nancy E. Cooper	For	For	A vote FOR the director nominees is warranted.
Activ Pte	APT	Jersey	27/04/2022	Elect Director	Elect Director Joseph L. Hooley	For	For	A vote FOR the director nominees is warranted.
Activ Pte	APT	Jersey	27/04/2022	Elect Director	Elect Director Merit E. Janow	For	For	A vote FOR the director nominees is warranted.

Aptiv Plc	APT	Jersey	27/04/2022	Elect Director	Elect Director Sean O. Mahoney	For	For	A vote FOR the director nominees is warranted.
Aptiv Plc	APT	Jersey	27/04/2022	Elect Director	Elect Director Paul M. Meister	For	For	A vote FOR the director nominees is warranted.
Aptiv Plc	APT	Jersey	27/04/2022	Elect Director	Elect Director Robert K. Orberg	For	For	A vote FOR the director nominees is warranted.
Aptiv Plc	APT	Jersey	27/04/2022	Elect Director	Elect Director Colin J. Parris	For	For	A vote FOR the director nominees is warranted.
Aptiv Plc	APT	Jersey	27/04/2022	Elect Director	Elect Director Ana G. Pinczuk	For	For	A vote FOR the director nominees is warranted.
Aptiv Plc	APT	Jersey	27/04/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Aptiv Plc	APT	Jersey	27/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time and the committee demonstrated adequate responsiveness to last year's low say-on-pay vote result.
Appen Limited	APX	Australia	27/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted. No material disconnect between pay and performance and shareholder outcomes is identified for the period under review. " The CEO's fixed remuneration is unchanged from the prior year and consistent with peers. " There were nil STI bonuses to Australian-based executives, although one US-based executive continued to receive a lesser bonus. " There was no LTI vesting given that the underlying EPS target of 20 percent growth was not met. The company has responded to shareholders with changes to the remuneration structure with changes to the remuneration from January 2022 in response to the "first strike" at the 2021 AGM. The changes address concerns regarding the historical LTI structure, namely: " Annual performance periods which are short of at least three years expected by shareholders as the minimum performance period for LTIs to align with longer term shareholder interests; and " Re-testing.
Appen Limited	APX	Australia	27/05/2022	Elect Director	Elect Richard Freudenstein as Director	For	For	A vote FOR the election of Richard Freudenstein, Stuart Davis and Vanessa Liu is warranted.All nominees serve as independent non-executive directors and no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Appen Limited	APX	Australia	27/05/2022	Elect Director	Elect Stuart Davis as Director	For	For	A vote FOR the election of Richard Freudenstein, Stuart Davis and Vanessa Liu is warranted.All nominees serve as independent non-executive directors and no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Appen Limited	APX	Australia	27/05/2022	Elect Director	Elect Vanessa Liu as Director	For	For	A vote FOR the election of Richard Freudenstein, Stuart Davis and Vanessa Liu is warranted.All nominees serve as independent non-executive directors and no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Appen Limited	APX	Australia	27/05/2022	Approve Share Plan Grant	Approve Grant of Performance Rights to Mark Braynan	For	For	A vote FOR the grant of performance rights to the Managing Director and CEO Mark Braynan is warranted. A number of positive changes have been implemented in the FY22 LTI, after the "first strike" against the remuneration report at the 2021 AGM, including " Introduction of a second performance measure, no re-testing and testing only at the end of the three-year performance period. " The three-year performance period is in line with the minimum accepted market practice for LTIs. " A graduated vesting scale has been implemented, replacing board discretion to vest rights when performance is between threshold and maximum. " Formalised malus and clawback provisions have now been added to the LTI plan.
Appen Limited	APX	Australia	27/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	For	For	A vote FOR the approval of the amendments to the company's Constitution is warranted. The proposed amendments are not contentious and mostly administrative in nature and the company has provided a proposed new Constitution for reference.
Appen Limited	APX	Australia	27/05/2022	Renew Partial Takeover Provision	Approve Renewal of Proportional Takeover Provision	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Appen Limited	APX	Australia	27/05/2022	Approve the Spill Resolution	Approve the Spill Resolution	Against	Against	A vote AGAINST this resolution is warranted. The company has taken steps to address shareholder concerns after the "first strike" at the 2021 AGM and disclosed that following a review of their remuneration policies, the Remuneration and People Committee will be implementing significant changes in FY22. No material concerns are observed in the 2021 Remuneration Report and no other material issues are noted.
ARB Corporation Limited	ARB	Australia	14/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted." No significant remuneration concerns have been identified for this period under review. " The quantum of executive remuneration is not excessive." The managing director and chairman are well aligned with other shareholders through their substantial shareholding, representing the founding Brown family interests.
ARB Corporation Limited	ARB	Australia	14/10/2021	Elect Director	Elect Roger Brown as Director	Against	Against	Item 3.1A vote AGAINST the re-election of the non-executive chairman Roger Brown (Item 3.1) is warranted. He is a non-independent director on a board which is majority non-independent. As chairman of the board, he is ultimately responsible for the company's corporate governance structure and the following concerns continue to be raised:" the audit committee is not comprised entirely of independent non-executive directors," the remuneration and nomination committee are not majority independent," the chairman of the key committees is not an independent director, and" the board has not adopted a formal diversity policy or set measurable objectives based on gender diversity, and the company does not meet the expectations of many shareholders or guidelines of the ASX Corporate Governance Council Principles and Recommendations for larger companies in the ASX300 index for at least 30 percent of each gender to be represented on the board.Item 3.2A vote FOR the re-election of Karen Phin is warranted. Karen Phin serves as an independent non-executive director and there are no material issues regarding board and committee composition resulting from her nomination.
ARB Corporation Limited	ARB	Australia	14/10/2021	Elect Director	Elect Karen Phin as Director	For	For	Item 3.1A vote AGAINST the re-election of the non-executive chairman Roger Brown (Item 3.1) is warranted. He is a non-independent director on a board which is majority non-independent. As chairman of the board, he is ultimately responsible for the company's corporate governance structure and the following concerns continue to be raised:" the audit committee is not comprised entirely of independent non-executive directors," the remuneration and nomination committee are not majority independent," the chairman of the key committees is not an independent director, and" the board has not adopted a formal diversity policy or set measurable objectives based on gender diversity, and the company does not meet the expectations of many shareholders or guidelines of the ASX Corporate Governance Council Principles and Recommendations for larger companies in the ASX300 index for at least 30 percent of each gender to be represented on the board.Item 3.2A vote FOR the re-election of Karen Phin is warranted. Karen Phin serves as an independent non-executive director and there are no material issues regarding board and committee composition resulting from her nomination.
Alexandria Real Estate Equities, Inc.	ARE	USA	17/05/2022	Elect Director	Elect Director Joel S. Marcus	For	For	A vote AGAINST James Cain, Maria Freire and Michael Woronoff is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Alexandria Real Estate Equities, Inc.	ARE	USA	17/05/2022	Elect Director	Elect Director Steven R. Hash	For	For	A vote AGAINST James Cain, Maria Freire and Michael Woronoff is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Alexandria Real Estate Equities, Inc.	ARE	USA	17/05/2022	Elect Director	Elect Director James P. Cain	Against	Against	A vote AGAINST James Cain, Maria Freire and Michael Woronoff is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Alexandria Real Estate Equities, Inc.	ARE	USA	17/05/2022	Elect Director	Elect Director Cynthia L. Feldmann	For	For	A vote AGAINST James Cain, Maria Freire and Michael Woronoff is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Alexandria Real Estate Equities, Inc.	ARE	USA	17/05/2022	Elect Director	Elect Director Maria C. Freie	Against	Against	A vote AGAINST James Cain, Maria Freire and Michael Woronoff is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Alexandria Real Estate Equities, Inc.	ARE	USA	17/05/2022	Elect Director	Elect Director Jennifer Friel Goldstein	For	For	A vote AGAINST James Cain, Maria Freire and Michael Woronoff is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Alexandria Real Estate Equities, Inc.	ARE	USA	17/05/2022	Elect Director	Elect Director Richard H. Klein	For	For	A vote AGAINST James Cain, Maria Freire and Michael Woronoff is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Alexandria Real Estate Equities, Inc.	ARE	USA	17/05/2022	Elect Director	Elect Director Michael A. Woronoff	Against	Against	A vote AGAINST James Cain, Maria Freire and Michael Woronoff is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Alexandria Real Estate Equities, Inc.	ARE	USA	17/05/2022	Amend Restricted Stock Plan	Amend Restricted Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Alexandria Real Estate Equities, Inc.	ARE	USA	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as maximum payouts under both incentive plans are commensurate with the company's robust performance over the longer-term. With that said, concerns remain regarding the co-CEO and executive chairman structure, as all three NEOs receive CEO level pay.
Alexandria Real Estate Equities, Inc.	ARE	USA	17/05/2022	Increase Authorized Common Stock	Increase Authorized Common Stock	For	For	The proposed increase in the number of authorized shares of common stock is reasonable and there are no substantial concerns about the company's past use of shares. As such, a vote FOR this proposal is warranted.
Alexandria Real Estate Equities, Inc.	ARE	USA	17/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Arena REIT	ARF	Australia	25/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this proposal is warranted since the overall structure appears reasonably aligned with securityholders' interests and outcomes. The STI and LTI appears to be well structured and incentive outcomes appear reasonably aligned with the company's financial performance and shareholder returns for the review in review.However, concerns remain for the STI awards as half of the award is based on non-financial metrics which appear to be related more to the executive's day-to-day role for rather than outperformance. In addition, the LTI's relative TSR metric lacks a positive TSR gateway, which may result in awards vesting if the company outperformed its peers but shareholder returns are negative.
Arena REIT	ARF	Australia	25/11/2021	Elect Director	Elect Dennis Wildenburg as Director	For	For	A vote FOR the re-election of independent non-executive director Dennis Wildenburg is warranted as no material concerns have been identified regarding board and committee composition resulting from his nomination.
Arena REIT	ARF	Australia	25/11/2021	Approve Share Plan Grant	Approve Grant of Deferred STI Rights to Rob de Vos	For	For	A vote FOR these proposals is warranted on the basis that:" The STI grants represent the deferral of half of the FY21 STI, as determined under the STI performance metrics; and" The performance hurdles and vesting schedules attached to the LTI performance rights appear appropriately aligned to securityholder outcomes and are not contentious.Securityholders should be concerned with the lack of a positive TSR "gateway" for the company's relative TSR measure.
Arena REIT	ARF	Australia	25/11/2021	Approve Share Plan Grant	Approve Grant of LTI Performance Rights to Rob de Vos	For	For	A vote FOR these proposals is warranted on the basis that:" The STI grants represent the deferral of half of the FY21 STI, as determined under the STI performance metrics; and" The performance hurdles and vesting schedules attached to the LTI performance rights appear appropriately aligned to securityholder outcomes and are not contentious.Securityholders should be concerned with the lack of a positive TSR "gateway" for the company's relative TSR measure.
Arena REIT	ARF	Australia	25/11/2021	Approve Share Plan Grant	Approve Grant of Deferred STI Rights to Gareth Winter	For	For	A vote FOR these proposals is warranted on the basis that:" The STI grants represent the deferral of half of the FY21 STI, as determined under the STI performance metrics; and" The performance hurdles and vesting schedules attached to the LTI performance rights appear appropriately aligned to securityholder outcomes and are not contentious.Securityholders should be concerned with the lack of a positive TSR "gateway" for the company's relative TSR measure.

Arena REIT	ARF	Australia	25/11/2021	Approve Share Plan Grant	Approve Grant of LTI Performance Rights to Gareth Winter	For	For	A vote FOR these proposals is warranted on the basis that: " The STI grants represent the deferral of half of the FY21 STI, as determined under the STI performance metrics; and " The performance hurdles and vesting schedules attached to the LTI performance rights appear appropriately aligned to securityholder outcomes and are not contentious. Securityholders should be concerned with the lack of a positive TSR 'gateway' for the company's relative TSR measure.
Arena REIT	ARF	Australia	25/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A vote FOR this resolution is warranted. The headroom in the existing cap may be insufficient to accommodate the appointment of an additional director.
Airtasker Limited	ART	Australia	24/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the adoption of the remuneration report is warranted.
Airtasker Limited	ART	Australia	24/11/2021	Elect Director	Elect Peter Hammond as Director	For	For	A qualified vote FOR the election of Peter Hammond is warranted as he is the sole representative of Exto Active Pty Ltd, which holds 16 percent of the company's shares. His percentage representation on the board is sufficiently proportionate to the shareholding which he represents.
Airtasker Limited	ART	Australia	24/11/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Shares to Sophisticated, Professional and Institutional Investors	For	For	A vote FOR this resolution is warranted.
Austal Limited	ASB	Australia	11/11/2021	Approve Share Plan Grant	Approve Grant of CEO Rights to Timothy Fung	Against	Against	A vote AGAINST this resolution is warranted because the terms of the proposed grant is not in line with local market standards.
Austal Limited	ASB	Australia	11/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted as the Sustainability Advisory Services quantitative pay-for-performance analysis indicates a low level of concern for misalignment of pay and performance and shareholder outcomes. The overall terms of STI and LTI are also generally consistent with local market standards.
Austal Limited	ASB	Australia	11/11/2021	Elect Director	Elect Chris Indermaur as Director	For	For	A vote FOR the re-election of independent non-executive directors Chris Indermaur (Item 2) and Giles Everist (Item 3) is warranted as there are no material concerns regarding board and committee composition resulting from their nomination.
Austal Limited	ASB	Australia	11/11/2021	Elect Director	Elect Giles Everist as Director	For	For	A vote FOR the re-election of independent non-executive directors Chris Indermaur (Item 2) and Giles Everist (Item 3) is warranted as there are no material concerns regarding board and committee composition resulting from their nomination.
Austal Limited	ASB	Australia	11/11/2021	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Issuance of Share Rights to Sarah Adam-Gedge	For	For	A vote FOR these resolutions is warranted because the proposals are intended to allow directors to salary-sacrifice their fees to build up their shareholdings and better align with shareholder interests, and there is no increase in remuneration of non-executive directors. The proposed structure has the ability to allow directors to defer their tax to a point in time after the rights have vested, when they are ultimately converted into shares.
Austal Limited	ASB	Australia	11/11/2021	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Issuance of Share Rights to Chris Indermaur	For	For	A vote FOR these resolutions is warranted because the proposals are intended to allow directors to salary-sacrifice their fees to build up their shareholdings and better align with shareholder interests, and there is no increase in remuneration of non-executive directors. The proposed structure has the ability to allow directors to defer their tax to a point in time after the rights have vested, when they are ultimately converted into shares.
Austal Limited	ASB	Australia	11/11/2021	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Issuance of Share Rights to Giles Everist	For	For	A vote FOR these resolutions is warranted because the proposals are intended to allow directors to salary-sacrifice their fees to build up their shareholdings and better align with shareholder interests, and there is no increase in remuneration of non-executive directors. The proposed structure has the ability to allow directors to defer their tax to a point in time after the rights have vested, when they are ultimately converted into shares.
Austal Limited	ASB	Australia	11/11/2021	Approve Share Plan Grant	Approve Issuance of STI Rights to Patrick Gregg	For	For	A vote FOR these resolutions is warranted because the company's proposals and practices are similar to prior periods and represent good corporate governance, particularly given that: " The STI rights represent the deferral of half of the FY21 STI as determined under the STI performance metrics; and " The LTI rights have a three-year performance period and includes relative TSR, ROE, and EPS growth hurdles, which appear to create an adequate alignment with shareholder interests. Shareholders may be concerned given that the quantum of LTI rights is high relative to ASX 251-275 and ISS-selected peers.
Austal Limited	ASB	Australia	11/11/2021	Approve Share Plan Grant	Approve Issuance of LTI Rights to Patrick Gregg	For	For	A vote FOR these resolutions is warranted because the company's proposals and practices are similar to prior periods and represent good corporate governance, particularly given that: " The STI rights represent the deferral of half of the FY21 STI as determined under the STI performance metrics; and " The LTI rights have a three-year performance period and includes relative TSR, ROE, and EPS growth hurdles, which appear to create an adequate alignment with shareholder interests. Shareholders may be concerned given that the quantum of LTI rights is high relative to ASX 251-275 and ISS-selected peers.
ASM International NV	ASM	Netherlands	16/05/2022	Open Meeting	Open Meeting			No vote is required for this item.
ASM International NV	ASM	Netherlands	16/05/2022	Approve Remuneration Policy	Adopt Remuneration Policy for Supervisory Board	For	For	A vote FOR is warranted as the proposed supervisory board remuneration is not considered excessive.
ASM International NV	ASM	Netherlands	16/05/2022	Elect Supervisory Board Member	Reelect M.J.C. de Jong to Supervisory Board	For	For	A vote FOR this election is warranted because: " The nominee is elected for a period not exceeding four years; " The candidate appears to possess the necessary qualifications for board membership; and " There is no known controversy concerning the candidate
ASM International NV	ASM	Netherlands	16/05/2022	Ratify Auditors	Ratify KPMG Accountants N.V. as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
ASM International NV	ASM	Netherlands	16/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
ASM International NV	ASM	Netherlands	16/05/2022	Eliminate Preemptive Rights	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
ASM International NV	ASM	Netherlands	16/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	A vote FOR is warranted because: " This proposal is in line with commonly used safeguards regarding volume and pricing; " The authorization would allow ASM International to repurchase up to 10.00 percent of the issued share capital; and " The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.
ASM International NV	ASM	Netherlands	16/05/2022	Transact Other Business (Non-Voting)	Other Business (Non-Voting)			No vote is required for this item.
ASM International NV	ASM	Netherlands	16/05/2022	Close Meeting	Close Meeting			No vote is required for this item.
ASM International NV	ASM	Netherlands	16/05/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Report of Management Board (Non-Voting)			No vote is required for this item.
ASM International NV	ASM	Netherlands	16/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR is warranted as the proposed remuneration report is broadly aligned with market practice and no concerns were identified with regard to pay practices. However, this is not without concern for the company not providing full disclosure on retrospective target and according target achievement under the STI.
ASM International NV	ASM	Netherlands	16/05/2022	Accept Financial Statements and Statutory Reports	Adopt Financial Statements and Statutory Reports	For	For	A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
ASM International NV	ASM	Netherlands	16/05/2022	Approve Dividends	Approve Dividends of EUR 2.50 Per Share	For	For	A vote FOR the dividend proposal is warranted. Although the company proposes to grant less than 30 percent of the earnings per share, the company gives adequate explanation why this is consistent with the company's dividend policy.
ASM International NV	ASM	Netherlands	16/05/2022	Approve Discharge of Management Board	Approve Discharge of Management Board	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
ASM International NV	ASM	Netherlands	16/05/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
ASM International NV	ASM	Netherlands	16/05/2022	Approve Remuneration Policy	Adopt Remuneration Policy for Management Board	For	For	A vote FOR is warranted as the proposed amendment(s) as well as the overall structure of the remuneration policy are considered to be in line with market practice. The proposed changes are mainly related to the election of US based CTO Hichem M'Saad as new member of the management board (Item 9).
ASM International NV	ASM	Netherlands	16/05/2022	Approve Executive Appointment	Elect Hichem M'Saad to Management Board	For	For	A vote FOR this election is warranted because: " The nominee is elected for a term not exceeding four years; " The candidate appears to possess the necessary qualifications for board membership; and " There is no known controversy concerning the candidate.
ASML Holding NV	ASML	Netherlands	29/04/2022	Open Meeting	Open Meeting			No vote is required for this item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Ratify Deloitte Accountants B.V. as Auditors for the Reporting Year 2025	Ratify Deloitte Accountants B.V. as Auditors for the Reporting Year 2025			This item was withdrawn by the board following the April 1, 2022, announcement.
ASML Holding NV	ASML	Netherlands	29/04/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles of Association	For	For	A vote FOR is warranted. The amendments to the articles mainly relate to legislative changes and do not affect shareholder value.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	For	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
ASML Holding NV	ASML	Netherlands	29/04/2022	Eliminate Preemptive Rights	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
ASML Holding NV	ASML	Netherlands	29/04/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	A vote FOR is warranted because: " This proposal is in line with commonly used safeguards regarding volume and pricing; " The authorization would allow ASML Holding to repurchase up to 10.00 percent of the issued share capital; and " The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Reduction in Share Capital	Authorize Cancellation of Repurchased Shares	For	For	A vote FOR is warranted because the cancellation of shares is in shareholders' interests.
ASML Holding NV	ASML	Netherlands	29/04/2022	Transact Other Business (Non-Voting)	Other Business (Non-Voting)			No vote is required for this item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Close Meeting	Close Meeting			No vote is required for this item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Miscellaneous Proposal: Company-Specific	Discuss the Company's Business, Financial Situation and Sustainability			No vote is required for this item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR is warranted because the remuneration report is broadly in line with market practice and no problematic pay practices are identified, whereas pay is aligned with company performance.
ASML Holding NV	ASML	Netherlands	29/04/2022	Accept Financial Statements and Statutory Reports	Adopt Financial Statements and Statutory Reports	For	For	A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
ASML Holding NV	ASML	Netherlands	29/04/2022	Miscellaneous Proposal: Company-Specific	Receive Explanation on Company's Reserves and Dividend Policy			This is a non-voting item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Dividends	Approve Dividends of EUR 5.50 Per Share	For	For	A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Discharge of Management Board	Approve Discharge of Management Board	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Share Plan Grant	Approve Number of Shares for Management Board	For	For	A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Remuneration Policy	Amend Remuneration Policy for Management Board	For	For	A vote FOR is warranted as the proposed amendment(s) as well as the overall structure of the remuneration policy are considered to be in line with market practice. Although we note the significant increase in the at-target pay package, this concern is somewhat mitigated by the fact that the company last performed a benchmark exercise in 2017 and since then has grown significantly whereas the proposed pay appears in line with updated peers.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Executive Appointment	Announce Intention to Reappoint P.T.F.M. Wennink to Management Board			This is a non-voting item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Executive Appointment	Announce Intention to Reappoint M.A. van den Brink to Management Board			This is a non-voting item.

ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Executive Appointment	Announce Intention to Reappoint F.J.M. Schneider-Maunoury to Management Board			This is a non-voting item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Executive Appointment	Announce Intention to Reappoint C.D. Fouquet to Management Board			This is a non-voting item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Executive Appointment	Announce Intention to Reappoint R.J.M. Dassen to Management Board			This is a non-voting item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Announce Vacancies on the Board	Announce Vacancies on the Supervisory Board			This is a non-voting item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Company Specific--Board-Related	Opportunity to Make Recommendations			This is a non-voting item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Company Specific--Board-Related	Announce Recommendation to Reappoint T.L. Kelly and Appoint A.F.M. Everke and A.L. Steegen as Members of the Supervisory Board			This is a non-voting item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Elect Supervisory Board Member	Reelect T.L. Kelly to Supervisory Board	For	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates
ASML Holding NV	ASML	Netherlands	29/04/2022	Elect Supervisory Board Member	Elect A.F.M. Everke to Supervisory Board	For	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates
ASML Holding NV	ASML	Netherlands	29/04/2022	Elect Supervisory Board Member	Elect A.L. Steegen to Supervisory Board	For	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates
ASML Holding NV	ASML	Netherlands	29/04/2022	Company Specific--Board-Related	Discuss Composition of the Supervisory Board			This is a non-voting item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Ratify Auditors	Ratify KPMG Accountants N.V. as Auditors for the Reporting Years 2023 and 2024	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
ASML Holding NV	ASML	Netherlands	29/04/2022	Open Meeting	Open Meeting			No vote is required for this item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Ratify Auditors	Ratify Deloitte Accountants B.V. as Auditors for the Reporting Year 2025			This item was withdrawn by the board following the April 1, 2022, announcement.
ASML Holding NV	ASML	Netherlands	29/04/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles of Association	For	For	A vote FOR is warranted. The amendments to the articles mainly relate to legislative changes and do not affect shareholder value.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	For	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
ASML Holding NV	ASML	Netherlands	29/04/2022	Eliminate Preemptive Rights	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
ASML Holding NV	ASML	Netherlands	29/04/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow ASML Holding to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Reduction in Share Capital	Authorize Cancellation of Repurchased Shares	For	For	A vote FOR is warranted because the cancellation of shares is in shareholders' interests.
ASML Holding NV	ASML	Netherlands	29/04/2022	Transact Other Business (Non-Voting)	Other Business (Non-Voting)			No vote is required for this item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Close Meeting	Close Meeting			No vote is required for this item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Miscellaneous Proposal: Company-Specific	Discuss the Company's Business, Financial Situation and Sustainability			No vote is required for this item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR is warranted because the remuneration report is broadly in line with market practice and no problematic pay practices are identified, whereas pay is aligned with company performance.
ASML Holding NV	ASML	Netherlands	29/04/2022	Accept Financial Statements and Statutory Reports	Adopt Financial Statements and Statutory Reports	For	For	A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
ASML Holding NV	ASML	Netherlands	29/04/2022	Miscellaneous Proposal: Company-Specific	Receive Explanation on Company's Reserves and Dividend Policy			This is a non-voting item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Dividends	Approve Dividends of EUR 5.50 Per Share	For	For	A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Discharge of Management Board	Approve Discharge of Management Board	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Share Plan Grant	Approve Number of Shares for Management Board	For	For	A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Remuneration Policy	Amend Remuneration Policy for Management Board	For	For	A vote FOR is warranted as the proposed amendment(s) as well as the overall structure of the remuneration policy are considered to be in line with market practice. Although we note the significant increase in the at-target pay package, this concern is somewhat mitigated by the fact that the company last performed a benchmark exercise in 2017 and since then has grown significantly whereas the proposed pay appears in line with updated peers.
ASML Holding NV	ASML	Netherlands	29/04/2022	Company Specific--Board-Related	Receive Information on the Composition of the Management Board			This is a non-voting item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Announce Vacancies on the Board	Announce Vacancies on the Supervisory Board			This is a non-voting item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Company Specific--Board-Related	Opportunity to Make Recommendations			This is a non-voting item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Company Specific--Board-Related	Announce Recommendation to Reappoint T.L. Kelly and Appoint A.F.M. Everke and A.L. Steegen as Members of the Supervisory Board			This is a non-voting item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Elect Supervisory Board Member	Reelect T.L. Kelly to Supervisory Board	For	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates
ASML Holding NV	ASML	Netherlands	29/04/2022	Elect Supervisory Board Member	Elect A.F.M. Everke to Supervisory Board	For	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates
ASML Holding NV	ASML	Netherlands	29/04/2022	Elect Supervisory Board Member	Elect A.L. Steegen to Supervisory Board	For	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates
ASML Holding NV	ASML	Netherlands	29/04/2022	Company Specific--Board-Related	Discuss Composition of the Supervisory Board			This is a non-voting item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Ratify Auditors	Ratify KPMG Accountants N.V. as Auditors for the Reporting Years 2023 and 2024	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
AusNet Services Ltd.	AST	Australia	15/07/2021	Elect Director	Elect Alan Chan Heng Loon as Director	For	For	A qualified vote FOR the re-election of Heng Loon (Alan) Chan is warranted. He is a non-independent director on a board that does not comprise a majority of independent directors. Chan is a representative of substantial shareholder Singapore Power International, whose board representation does not exceed its ownership interest.A vote FOR the re-election of Robert Milliner is warranted. He is an independent non-executive director and there are no material issues resulting from his re-election in respect of board and committee composition, nor any wider corporate governance issues.
AusNet Services Ltd.	AST	Australia	15/07/2021	Elect Director	Elect Robert Milliner as Director	For	For	A qualified vote FOR the re-election of Heng Loon (Alan) Chan is warranted. He is a non-independent director on a board that does not comprise a majority of independent directors. Chan is a representative of substantial shareholder Singapore Power International, whose board representation does not exceed its ownership interest.A vote FOR the re-election of Robert Milliner is warranted. He is an independent non-executive director and there are no material issues resulting from his re-election in respect of board and committee composition, nor any wider corporate governance issues.
AusNet Services Ltd.	AST	Australia	15/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted. The company's remuneration structure is broadly consistent with market practice and there is sufficient link between financial performance, shareholder outcomes and executive remuneration. Quantitative pay-for-performance analysis also confirms a low level of concern for misalignment of pay outcomes with performance and peers.The qualification is raised to highlight concerns for: The continued poor and sub-market disclosure practices, given an absence of transparency of specific and quantified financial targets in the STI, which prevents shareholders from being able to independently evaluate whether targets are sufficiently rigorous." The payment of a one-off sign-on benefit to a new executive which is not linked to any performance targets.
AusNet Services Ltd.	AST	Australia	15/07/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A qualified vote FOR this resolution is warranted. The headroom in the existing fee may be insufficient if the board seeks to appoint two directors as part of its board refreshment or succession planning. This vote recommendation is qualified to highlight concerns that the proposed increase would see the available headroom in the fee cap increase from approximately \$250,000 to \$750,000, which is considered excessive.
AusNet Services Ltd.	AST	Australia	15/07/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Tony Narvaez	For	For	A vote FOR the LTI grant to Managing Director Tony Narvaez is warranted.* The quantum of the grant is not problematic.* The LTI structure is broadly aligned with market practice and shareholder interests in regard to appropriate performance hurdles and performance period.However, the board has presented shareholders with a 'false choice' which has the effect of diminishing securityholder rights.
AusNet Services Ltd.	AST	Australia	15/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Shares Up to 10 Percent Pro Rata	For	For	A vote FOR these resolutions is warranted as no corporate governance concerns have been identified.
AusNet Services Ltd.	AST	Australia	15/07/2021	Adopt/Amend Dividend Reinvestment Plan	Approve Issuance of Shares Pursuant to the Dividend Reinvestment Plan	For	For	A vote FOR these resolutions is warranted as no corporate governance concerns have been identified.
AusNet Services Ltd.	AST	Australia	15/07/2021	Approve Restricted Stock Plan	Approve Issuance of Shares Pursuant to an Employee Incentive Scheme	For	For	A vote FOR these resolutions is warranted as no corporate governance concerns have been identified.
AusNet Services Ltd.	AST	Australia	28/01/2022	Approve Scheme of Arrangement	Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by Australian Energy Holdings No 4 Pty Ltd	For	For	A vote FOR the proposed transaction is warranted.* The offer represents an attractive premium of approximately 34 percent to the unaffected price;" The all-cash consideration represents certainty of value for shareholders;" The offer is well above recent historical trading prices;" The offer is in the top of the valuation range estimated by the Independent Expert; and" The offer is unanimously supported by the board in the absence of a Superior Proposal." The transaction has come about after a competitive bidding process." The market reaction post-announcement indicates broad acceptance of the transaction.* There have been no superior offers emerging
ASX Limited	ASX	Australia	29/09/2021	Elect Director	Elect Yasmin Allen as Director	For	For	A vote FOR the re-election of Yasmin Allen and Heather Ridout is warranted as no material issues have been identified regarding their nomination in respect of board and committee composition, nor any wider corporate governance issues.A qualified vote FOR the re-election of Peter Marriott (Item 3b) is warranted.* He is classified as non-independent due to his term exceeding 12 years.* The company has stated that if re-elected this will be his last term.While no material governance concerns have been identified in relation to Marriott's directorship at ASX, concerns are observed regarding governance failures identified at Westpac Banking Corporation when Marriott chaired that company's Audit Committee.
ASX Limited	ASX	Australia	29/09/2021	Elect Director	Elect Peter Marriott as Director	For	For	A vote FOR the re-election of Yasmin Allen and Heather Ridout is warranted as no material issues have been identified regarding their nomination in respect of board and committee composition, nor any wider corporate governance issues.A qualified vote FOR the re-election of Peter Marriott (Item 3b) is warranted.* He is classified as non-independent due to his term exceeding 12 years.* The company has stated that if re-elected this will be his last term.While no material governance concerns have been identified in relation to Marriott's directorship at ASX, concerns are observed regarding governance failures identified at Westpac Banking Corporation when Marriott chaired that company's Audit Committee.

ASX Limited	ASX	Australia	29/09/2021	Elect Director	Elect Heather Ridout as Director	For	For	A vote FOR the re-election of Yasmin Allen and Heather Ridout is warranted as no material issues have been identified regarding their nomination in respect of board and committee composition, nor any wider corporate governance issues. A qualified vote FOR the re-election of Peter Marriott (Item 3b) is warranted. * He is classified as non-independent due to his term exceeding 12 years. * The company has stated that if re-elected this will be his last term. While no material governance concerns have been identified in relation to Marriott's directorship at ASX, concerns are observed regarding governance failures identified at Westpac Banking Corporation when Marriott chaired that company's Audit Committee.
ASX Limited	ASX	Australia	29/09/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted. * No material misalignment between pay and performance and shareholder outcomes has been observed for the period under review. * The remuneration structure is broadly in line with market and shareholder expectations, and remuneration outcomes are in line with the median of similar sized companies in the ASX 26-50. * The FY21 STI bonuses were reduced to 80 percent of target to reflect lower financial outcomes and the disruptive impact of the market outage during the year. * One-half the LTI vested based on relative TSR, while there was lower than threshold EPS growth over the four-year performance period. Persisting concerns are raised regarding the absence of adequate transparency and poor disclosure of the STI performance targets. This is inconsistent with good governance expected by shareholders and the better governance practices observed in similarly large ASX-listed entities.
ASX Limited	ASX	Australia	29/09/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Dominic Stevens	For	For	A vote FOR this item is warranted because the terms of the proposed equity grant to CEO Dominic Stevens is not problematic and in line with market and improved shareholder interests. The terms of the grant are consistent with prior years with a 4 year performance period and performance assessed against relative TSR and EPS CAGR.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Elect Chairman of Meeting	Opening of Meeting; Elect Chairman of Meeting	For	For	These are routine meeting formalities.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Elect Director	Reelect Staffan Bohman as Director	Against	Against	A vote FOR candidates Anna Ohlsson-Leijon and Gordon Riske is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote FOR the election of Mats Rahmstrom is warranted as he serves as the company's CEO. A vote AGAINST candidates Hans Straaberg, Staffan Bohman, Johan Forsell, Peter Wallenberg Jr., and Helene Mellquist because: * Hans Straaberg, Staffan Bohman, Johan Forsell and Peter Wallenberg Jr are non-independent and the overall independence of the board is insufficient. * Helen Mellquist and Hans Straaberg are overboarded * Hans Straaberg, Staffan Bohman and Peter Wallenberg Jr. sit on the remuneration committee as non-independent members and committee's independence is insufficient * Hans Straaberg, Staffan Bohman and Johan Forsell sit on the audit committee as non-independence members and the committee's independence is insufficient. * Hans Straaberg sits on the nomination committee and there is not sufficient gender diversity on the board.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Elect Director	Reelect Johan Forsell as Director	Against	Against	A vote FOR candidates Anna Ohlsson-Leijon and Gordon Riske is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote FOR the election of Mats Rahmstrom is warranted as he serves as the company's CEO. A vote AGAINST candidates Hans Straaberg, Staffan Bohman, Johan Forsell, Peter Wallenberg Jr., and Helene Mellquist because: * Hans Straaberg, Staffan Bohman, Johan Forsell and Peter Wallenberg Jr are non-independent and the overall independence of the board is insufficient. * Helen Mellquist and Hans Straaberg are overboarded * Hans Straaberg, Staffan Bohman and Peter Wallenberg Jr. sit on the remuneration committee as non-independent members and committee's independence is insufficient * Hans Straaberg, Staffan Bohman and Johan Forsell sit on the audit committee as non-independence members and the committee's independence is insufficient. * Hans Straaberg sits on the nomination committee and there is not sufficient gender diversity on the board.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Elect Director	Reelect Anna Ohlsson-Leijon as Director	For	For	A vote FOR candidates Anna Ohlsson-Leijon and Gordon Riske is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote FOR the election of Mats Rahmstrom is warranted as he serves as the company's CEO. A vote AGAINST candidates Hans Straaberg, Staffan Bohman, Johan Forsell, Peter Wallenberg Jr., and Helene Mellquist because: * Hans Straaberg, Staffan Bohman, Johan Forsell and Peter Wallenberg Jr are non-independent and the overall independence of the board is insufficient. * Helen Mellquist and Hans Straaberg are overboarded * Hans Straaberg, Staffan Bohman and Peter Wallenberg Jr. sit on the remuneration committee as non-independent members and committee's independence is insufficient * Hans Straaberg, Staffan Bohman and Johan Forsell sit on the audit committee as non-independence members and the committee's independence is insufficient. * Hans Straaberg sits on the nomination committee and there is not sufficient gender diversity on the board.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Elect Director	Reelect Mats Rahmstrom as Director	For	For	A vote FOR candidates Anna Ohlsson-Leijon and Gordon Riske is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote FOR the election of Mats Rahmstrom is warranted as he serves as the company's CEO. A vote AGAINST candidates Hans Straaberg, Staffan Bohman, Johan Forsell, Peter Wallenberg Jr., and Helene Mellquist because: * Hans Straaberg, Staffan Bohman, Johan Forsell and Peter Wallenberg Jr are non-independent and the overall independence of the board is insufficient. * Helen Mellquist and Hans Straaberg are overboarded * Hans Straaberg, Staffan Bohman and Peter Wallenberg Jr. sit on the remuneration committee as non-independent members and committee's independence is insufficient * Hans Straaberg, Staffan Bohman and Johan Forsell sit on the audit committee as non-independence members and the committee's independence is insufficient. * Hans Straaberg sits on the nomination committee and there is not sufficient gender diversity on the board.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Elect Director	Reelect Gordon Riske as Director	For	For	A vote FOR candidates Anna Ohlsson-Leijon and Gordon Riske is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote FOR the election of Mats Rahmstrom is warranted as he serves as the company's CEO. A vote AGAINST candidates Hans Straaberg, Staffan Bohman, Johan Forsell, Peter Wallenberg Jr., and Helene Mellquist because: * Hans Straaberg, Staffan Bohman, Johan Forsell and Peter Wallenberg Jr are non-independent and the overall independence of the board is insufficient. * Helen Mellquist and Hans Straaberg are overboarded * Hans Straaberg, Staffan Bohman and Peter Wallenberg Jr. sit on the remuneration committee as non-independent members and committee's independence is insufficient * Hans Straaberg, Staffan Bohman and Johan Forsell sit on the audit committee as non-independence members and the committee's independence is insufficient. * Hans Straaberg sits on the nomination committee and there is not sufficient gender diversity on the board.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Elect Director	Reelect Hans Straberg as Director	Against	Against	A vote FOR candidates Anna Ohlsson-Leijon and Gordon Riske is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote FOR the election of Mats Rahmstrom is warranted as he serves as the company's CEO. A vote AGAINST candidates Hans Straaberg, Staffan Bohman, Johan Forsell, Peter Wallenberg Jr., and Helene Mellquist because: * Hans Straaberg, Staffan Bohman, Johan Forsell and Peter Wallenberg Jr are non-independent and the overall independence of the board is insufficient. * Helen Mellquist and Hans Straaberg are overboarded * Hans Straaberg, Staffan Bohman and Peter Wallenberg Jr. sit on the remuneration committee as non-independent members and committee's independence is insufficient * Hans Straaberg, Staffan Bohman and Johan Forsell sit on the audit committee as non-independence members and the committee's independence is insufficient. * Hans Straaberg sits on the nomination committee and there is not sufficient gender diversity on the board.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Elect Director	Reelect Peter Wallenberg Jr as Director	Against	Against	A vote FOR candidates Anna Ohlsson-Leijon and Gordon Riske is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote FOR the election of Mats Rahmstrom is warranted as he serves as the company's CEO. A vote AGAINST candidates Hans Straaberg, Staffan Bohman, Johan Forsell, Peter Wallenberg Jr., and Helene Mellquist because: * Hans Straaberg, Staffan Bohman, Johan Forsell and Peter Wallenberg Jr are non-independent and the overall independence of the board is insufficient. * Helen Mellquist and Hans Straaberg are overboarded * Hans Straaberg, Staffan Bohman and Peter Wallenberg Jr. sit on the remuneration committee as non-independent members and committee's independence is insufficient * Hans Straaberg, Staffan Bohman and Johan Forsell sit on the audit committee as non-independence members and the committee's independence is insufficient. * Hans Straaberg sits on the nomination committee and there is not sufficient gender diversity on the board.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Elect Director	Elect Helene Mellquist as New Director	Against	Against	A vote FOR candidates Anna Ohlsson-Leijon and Gordon Riske is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote FOR the election of Mats Rahmstrom is warranted as he serves as the company's CEO. A vote AGAINST candidates Hans Straaberg, Staffan Bohman, Johan Forsell, Peter Wallenberg Jr., and Helene Mellquist because: * Hans Straaberg, Staffan Bohman, Johan Forsell and Peter Wallenberg Jr are non-independent and the overall independence of the board is insufficient. * Helen Mellquist and Hans Straaberg are overboarded * Hans Straaberg, Staffan Bohman and Peter Wallenberg Jr. sit on the remuneration committee as non-independent members and committee's independence is insufficient * Hans Straaberg, Staffan Bohman and Johan Forsell sit on the audit committee as non-independence members and the committee's independence is insufficient. * Hans Straaberg sits on the nomination committee and there is not sufficient gender diversity on the board.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Elect Board Chairman/Vice-Chairman	Reelect Hans Straberg as Board Chair	Against	Against	A vote AGAINST this item is warranted because the election of Hans Straaberg to the board of directors is not supported.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Ratify Auditors	Ratify Ernst & Young as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of SEK 3.1 Million to Chair and SEK 1 Million to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	Against	Against	A vote AGAINST this item is warranted, as the proposed director fees can be considered excessive in relation to comparable domestic peers and as the fees are proposed to be significantly increased in 2022 compared to 2021.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Approve Remuneration of Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is warranted because the proposed remuneration report is broadly in line with market practice. It is not without concerns, however, that the company does not disclose ex-post targets for the variable plans. Therefore, the vote is qualified.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Approve Executive Share Option Plan	Approve Stock Option Plan 2022 for Key Employees	For	For	A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Approve Equity Plan Financing	Acquire Class A Shares Related to Personnel Option Plan for 2022	For	For	A vote FOR these proposals are warranted because they: * Concern the funding and allocation of shares for the 2022 personnel option plan which warrants support as it is structurally sound with regard to vesting, dilution, exercise price, and matching ratio; * Concern the funding of already outstanding plans which are all structurally sound.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Approve Equity Plan Financing	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	For	For	A vote FOR these proposals are warranted because they: * Concern the funding and allocation of shares for the 2022 personnel option plan which warrants support as it is structurally sound with regard to vesting, dilution, exercise price, and matching ratio; * Concern the funding of already outstanding plans which are all structurally sound.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Approve Equity Plan Financing	Transfer Class A Shares Related to Personnel Option Plan for 2022	For	For	A vote FOR these proposals are warranted because they: * Concern the funding and allocation of shares for the 2022 personnel option plan which warrants support as it is structurally sound with regard to vesting, dilution, exercise price, and matching ratio; * Concern the funding of already outstanding plans which are all structurally sound.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Approve Equity Plan Financing	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	For	For	A vote FOR these proposals are warranted because they: * Concern the funding and allocation of shares for the 2022 personnel option plan which warrants support as it is structurally sound with regard to vesting, dilution, exercise price, and matching ratio; * Concern the funding of already outstanding plans which are all structurally sound.

Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Approve Equity Plan Financing	Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2016, 2017, 2018 and 2019	For	For	A vote FOR these proposals are warranted because they: * Concern the funding and allocation of shares for the 2022 personnel option plan which warrants support as it is structurally sound with regard to vesting, dilution, exercise price, and matching ratio; * Concern the funding of already outstanding plans which are all structurally sound.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles Re: Notice of General Meeting; Editorial Changes	For	For	A vote FOR this proposal is warranted because the proposed changes are neutral in terms of shareholder value and rights.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Approve 4:1 Stock Split; Reduction of Share Capital Through Redemption of Shares; Increase of Share Capital through a Bonus Issue without the Issuance of New Shares	For	For	A vote FOR this proposal is warranted as the redemption program can be seen as an efficient manner of allocating excess capital.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Close Meeting	Close Meeting			This is a non-voting formality.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Prepare and Approve List of Shareholders	Prepare and Approve List of Shareholders	For	For	These are routine meeting formalities.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Approve Minutes of Previous Meeting	Approve Agenda of Meeting	For	For	These are routine meeting formalities.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or Vote Tabulation	Designate Inspector(s) of Minutes of Meeting	For	For	These are routine meeting formalities.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Acknowledge Proper Convening of Meeting	Acknowledge Proper Convening of Meeting	For	For	These are routine meeting formalities.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports			These are routine, non-voting items.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Receive/Approve Report/Announcement	Receive CEO's Report			These are routine, non-voting items.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Staffan Bohman	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Benny Larsson	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of CEO Mats Rahmstrom	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Tina Donikowski	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Johan Forssell	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Anna Chissson-Leijon	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Mats Rahmstrom	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Gordon Riske	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Hans Straberg	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Peter Wallenberg Jr	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Mikael Bergstedt	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of SEK 7.60 Per Share	For	For	A vote FOR this income allocation proposal is warranted because the proposed dividend is in line with the company's dividend policy.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Approve XX XXX, 20XX, as Record Date for Effectiveness of This Meeting's Resolutions	Approve Record Date for Dividend Payment	For	For	A vote FOR this income allocation proposal is warranted because the proposed dividend is in line with the company's dividend policy.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Fix Number of Directors and/or Auditors	Determine Number of Members (8) and Deputy Members of Board (0)	For	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.
Atlas Copco AB	ATCO.A	Sweden	26/04/2022	Fix Number of Directors and/or Auditors	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the number of auditors.
A10 Networks, Inc.	ATEN	USA	24/06/2022	Elect Director	Elect Director Tor R. Graham	For	For	A vote FOR the director nominees is warranted.
A10 Networks, Inc.	ATEN	USA	24/06/2022	Elect Director	Elect Director Peter Y. Chung	For	For	A vote FOR the director nominees is warranted.
A10 Networks, Inc.	ATEN	USA	24/06/2022	Elect Director	Elect Director Eric Singer	For	For	A vote FOR the director nominees is warranted.
A10 Networks, Inc.	ATEN	USA	24/06/2022	Elect Director	Elect Director Dhruvad Trivedi	For	For	A vote FOR the director nominees is warranted.
A10 Networks, Inc.	ATEN	USA	24/06/2022	Elect Director	Elect Director Dana Wolf	For	For	A vote FOR the director nominees is warranted.
A10 Networks, Inc.	ATEN	USA	24/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
A10 Networks, Inc.	ATEN	USA	24/06/2022	Ratify Auditors	Ratify Armanino LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
The a2 Milk Company Limited	ATM	New Zealand	17/11/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorize Board to Fix Remuneration of the Auditors	For	For	A vote FOR this resolution is warranted because no corporate governance concern have been identified in relation to the fees paid to the auditor.
The a2 Milk Company Limited	ATM	New Zealand	17/11/2021	Elect Director	Elect David Bortolussi as Director	For	For	Item 2A vote FOR the election of David Bortolussi is warranted given his integral role as CEO. Items 3 and 4A qualified vote FOR the (re)-election of independent non-executive directors Bessie Lee and Warwick Every-Burns is warranted. The qualification is to highlight that they are members of the People and Remuneration Committee (which is responsible for the company's remuneration matters) and concerns regarding remuneration disclosure practices have been identified.
The a2 Milk Company Limited	ATM	New Zealand	17/11/2021	Elect Director	Elect Bessie Lee as Director	For	For	Item 2A vote FOR the election of David Bortolussi is warranted given his integral role as CEO. Items 3 and 4A qualified vote FOR the (re)-election of independent non-executive directors Bessie Lee and Warwick Every-Burns is warranted. The qualification is to highlight that they are members of the People and Remuneration Committee (which is responsible for the company's remuneration matters) and concerns regarding remuneration disclosure practices have been identified.
The a2 Milk Company Limited	ATM	New Zealand	17/11/2021	Elect Director	Elect Warwick Every-Burns as Director	For	For	Item 2A vote FOR the election of David Bortolussi is warranted given his integral role as CEO. Items 3 and 4A qualified vote FOR the (re)-election of independent non-executive directors Bessie Lee and Warwick Every-Burns is warranted. The qualification is to highlight that they are members of the People and Remuneration Committee (which is responsible for the company's remuneration matters) and concerns regarding remuneration disclosure practices have been identified.
Atmos Energy Corporation	ATO	USA	9/02/2022	Elect Director	Elect Director J. Kevin Akers	For	For	A vote FOR the director nominees is warranted.
Atmos Energy Corporation	ATO	USA	9/02/2022	Elect Director	Elect Director Kim R. Cocklin	For	For	A vote FOR the director nominees is warranted.
Atmos Energy Corporation	ATO	USA	9/02/2022	Elect Director	Elect Director Kelly H. Compton	For	For	A vote FOR the director nominees is warranted.
Atmos Energy Corporation	ATO	USA	9/02/2022	Elect Director	Elect Director Sean Donohue	For	For	A vote FOR the director nominees is warranted.
Atmos Energy Corporation	ATO	USA	9/02/2022	Elect Director	Elect Director Rafael G. Garza	For	For	A vote FOR the director nominees is warranted.
Atmos Energy Corporation	ATO	USA	9/02/2022	Elect Director	Elect Director Richard K. Gordon	For	For	A vote FOR the director nominees is warranted.
Atmos Energy Corporation	ATO	USA	9/02/2022	Elect Director	Elect Director Nancy K. Quinn	For	For	A vote FOR the director nominees is warranted.
Atmos Energy Corporation	ATO	USA	9/02/2022	Elect Director	Elect Director Richard A. Sampson	For	For	A vote FOR the director nominees is warranted.
Atmos Energy Corporation	ATO	USA	9/02/2022	Elect Director	Elect Director Diana J. Walters	For	For	A vote FOR the director nominees is warranted.
Atmos Energy Corporation	ATO	USA	9/02/2022	Elect Director	Elect Director Frank Yoho	For	For	A vote FOR the director nominees is warranted.
Atmos Energy Corporation	ATO	USA	9/02/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Atmos Energy Corporation	ATO	USA	9/02/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Furthermore, granted equity is half performance-based and the annual incentive is based entirely on an objective financial metric.
Atmos Energy Corporation	ATO	USA	9/02/2022	Advisory Vote on Say on Pay Frequency	Advisory Vote on Say on Pay Frequency	One Year		A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.
Activision Blizzard, Inc.	ATVI	USA	28/04/2022	Approve Merger Agreement	Approve Merger Agreement	For	For	While it is possible that the merger will not receive regulatory approval, shareholders face a potential downside risk of non-approval given ATVI's outperformance against the market, recent disappointing financial results, and ongoing investigations by federal, state, and securities authorities. Additionally, the merger consideration delivers a premium, appears fair from a valuation standpoint, and provides liquidity and certainty of value for shareholders. On balance, a vote FOR the proposed transaction is warranted.
Activision Blizzard, Inc.	ATVI	USA	28/04/2022	Advisory Vote on Golden Parachutes	Advisory Vote on Golden Parachutes	For	For	While there are some concerns regarding recent increases to the double-trigger severance entitlements for NEOs other than the CEO, the resulting amounts are not considered excessive, and no excise tax gross-ups are expected. Further, the entirety of outstanding equity awards are subject to double trigger vesting. Lastly, any additional incentive compensation that may be received by the CEO following the merger will require the board's assessment of sufficient progress on related goals. In balancing these factors, and given that the vast majority of NEOs' golden parachute payments are double-triggered, a vote FOR this proposal is warranted.
Activision Blizzard, Inc.	ATVI	USA	28/04/2022	Adjourn Meeting	Adjourn Meeting	For	For	A vote FOR this agenda item is warranted as the underlying transaction warrants support.

Activision Blizzard, Inc.	ATVI	USA	21/06/2022	Elect Director	Elect Director Reveta Bowers	For	For	Votes AGAINST directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted as a signal to the board that stronger independent oversight and board management of risks related to sexual harassment and discrimination at the company are necessary. Votes FOR the remaining director nominees are warranted.
Activision Blizzard, Inc.	ATVI	USA	21/06/2022	Elect Director	Elect Director Kerry Carr	For	For	Votes AGAINST directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted as a signal to the board that stronger independent oversight and board management of risks related to sexual harassment and discrimination at the company are necessary. Votes FOR the remaining director nominees are warranted.
Activision Blizzard, Inc.	ATVI	USA	21/06/2022	Elect Director	Elect Director Robert Corti	Against	Against	Votes AGAINST directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted as a signal to the board that stronger independent oversight and board management of risks related to sexual harassment and discrimination at the company are necessary. Votes FOR the remaining director nominees are warranted.
Activision Blizzard, Inc.	ATVI	USA	21/06/2022	Elect Director	Elect Director Brian Kelly	Against	Against	Votes AGAINST directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted as a signal to the board that stronger independent oversight and board management of risks related to sexual harassment and discrimination at the company are necessary. Votes FOR the remaining director nominees are warranted.
Activision Blizzard, Inc.	ATVI	USA	21/06/2022	Elect Director	Elect Director Robert Kotick	Against	Against	Votes AGAINST directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted as a signal to the board that stronger independent oversight and board management of risks related to sexual harassment and discrimination at the company are necessary. Votes FOR the remaining director nominees are warranted.
Activision Blizzard, Inc.	ATVI	USA	21/06/2022	Elect Director	Elect Director Lulu Meservey	For	For	Votes AGAINST directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted as a signal to the board that stronger independent oversight and board management of risks related to sexual harassment and discrimination at the company are necessary. Votes FOR the remaining director nominees are warranted.
Activision Blizzard, Inc.	ATVI	USA	21/06/2022	Elect Director	Elect Director Barry Meyer	Against	Against	Votes AGAINST directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted as a signal to the board that stronger independent oversight and board management of risks related to sexual harassment and discrimination at the company are necessary. Votes FOR the remaining director nominees are warranted.
Activision Blizzard, Inc.	ATVI	USA	21/06/2022	Elect Director	Elect Director Robert Morgado	Against	Against	Votes AGAINST directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted as a signal to the board that stronger independent oversight and board management of risks related to sexual harassment and discrimination at the company are necessary. Votes FOR the remaining director nominees are warranted.
Activision Blizzard, Inc.	ATVI	USA	21/06/2022	Elect Director	Elect Director Peter Nolan	Against	Against	Votes AGAINST directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted as a signal to the board that stronger independent oversight and board management of risks related to sexual harassment and discrimination at the company are necessary. Votes FOR the remaining director nominees are warranted.
Activision Blizzard, Inc.	ATVI	USA	21/06/2022	Elect Director	Elect Director Dawn Ostroff	For	For	Votes AGAINST directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted as a signal to the board that stronger independent oversight and board management of risks related to sexual harassment and discrimination at the company are necessary. Votes FOR the remaining director nominees are warranted.
Activision Blizzard, Inc.	ATVI	USA	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. The committee was sufficiently responsive to last year's low say-on-pay vote result. CEO Kotick's total compensation was significantly reduced, as he did not receive a bonus nor stock award for the year. The proxy also notes his pay will not increase until the company has made "appropriate progress" toward the achievement of certain gender-related transformational goals. However, continued monitoring is warranted of pay levels and structures, given the subjective nature of the transformational goals as well as the expected Microsoft merger.
Activision Blizzard, Inc.	ATVI	USA	28/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Activision Blizzard, Inc.	ATVI	USA	21/06/2022	Company-Specific Board-Related	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against	Against	A vote AGAINST this proposal is warranted, as many of the company's governance practices are deemed best practice and the company has formed a Workplace Responsibility Committee to specifically oversee the company's management and mitigation of workplace related issues and risks.
Activision Blizzard, Inc.	ATVI	USA	21/06/2022	Labor Issues - Discrimination and Miscellaneous	Report on Efforts Prevent Abuse, Harassment, and Discrimination	For	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure due to the ongoing scrutiny over the company's sexual harassment and discrimination issues involving protected classes of employees. Increased transparency would help shareholders to fully assess how the company is managing associated risks.
AUB Group Limited	AUB	Australia	10/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted.* The structure of executive remuneration is consistent with market, and FY21 bonus outcomes are sufficiently aligned with strong financial performance and shareholder outcomes. The qualification is to highlight concerns that: "Half of the STI is based on non-financial metrics with broad parameters, which may give the board excessive discretion to determine STI bonuses which may result in some misalignment with company performance and shareholder returns." A portion of the FY19 LTI is subject to retesting at the end of FY22.* The FY21 LTI is no longer subject to a holding lock, such that vested and exercised performance options are unrestricted.
AUB Group Limited	AUB	Australia	10/11/2021	Elect Director	Elect Cath Rogers as Director	For	For	A vote FOR the re-election of Cathy Rogers and election of Peter Harmer is warranted as they are independent directors and no specific concerns have been identified in respect of their membership of the board and key committees, nor any wider corporate governance concerns.
AUB Group Limited	AUB	Australia	10/11/2021	Elect Director	Elect Peter Harmer as Director	For	For	A vote FOR the re-election of Cathy Rogers and election of Peter Harmer is warranted as they are independent directors and no specific concerns have been identified in respect of their membership of the board and key committees, nor any wider corporate governance concerns.
AUB Group Limited	AUB	Australia	10/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A vote FOR this resolution is warranted. The headroom in the existing cap may be insufficient to accommodate the appointment of two directors as part of board refreshment or succession planning.
AUB Group Limited	AUB	Australia	10/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Options to Michael Emmett	For	For	A vote FOR the issuance of three-year performance options (Item 5) is warranted. The terms of the proposed equity grant including a three-year performance period, with relative TSR and 5-10 percent EPS growth performance measures are consistent with improved shareholder interests. A qualified vote FOR the issuance of five-year SARs to the CEO (Item 6) is warranted. Concerns are noted for the quantum of the award which is excessive and offering an additional LTI opportunity which is in addition to the CEO's LTI. However, in this case, the 12-14 percent EPS growth performance hurdle is well disclosed to demonstrate this is rigorous and well in excess of recent increases in EPS to point to significant outperformance of shareholder interests.
AUB Group Limited	AUB	Australia	10/11/2021	Approve Stock Option Plan Grants	Approve Issuance of Share Appreciation Rights to Michael Emmett	For	For	A vote FOR the issuance of three-year performance options (Item 5) is warranted. The terms of the proposed equity grant including a three-year performance period, with relative TSR and 5-10 percent EPS growth performance measures are consistent with improved shareholder interests. A qualified vote FOR the issuance of five-year SARs to the CEO (Item 6) is warranted. Concerns are noted for the quantum of the award which is excessive and offering an additional LTI opportunity which is in addition to the CEO's LTI. However, in this case, the 12-14 percent EPS growth performance hurdle is well disclosed to demonstrate this is rigorous and well in excess of recent increases in EPS to point to significant outperformance of shareholder interests.
Auto Trader Group Plc	AUTO	United Kingdom	17/09/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Auto Trader Group Plc	AUTO	United Kingdom	17/09/2021	Elect Director	Re-elect Catherine Faiers as Director	For	For	A vote FOR these candidates is considered warranted as no significant concerns have been identified.
Auto Trader Group Plc	AUTO	United Kingdom	17/09/2021	Elect Director	Re-elect Jamie Warner as Director	For	For	A vote FOR these candidates is considered warranted as no significant concerns have been identified.
Auto Trader Group Plc	AUTO	United Kingdom	17/09/2021	Elect Director	Re-elect Sigga Sigurdardottir as Director	For	For	A vote FOR these candidates is considered warranted as no significant concerns have been identified.
Auto Trader Group Plc	AUTO	United Kingdom	17/09/2021	Ratify Auditors	Reappoint KPMG LLP as Auditors	For	For	A vote FOR this resolution is considered warranted at this time.
Auto Trader Group Plc	AUTO	United Kingdom	17/09/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Auto Trader Group Plc	AUTO	United Kingdom	17/09/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Auto Trader Group Plc	AUTO	United Kingdom	17/09/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Auto Trader Group Plc	AUTO	United Kingdom	17/09/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Auto Trader Group Plc	AUTO	United Kingdom	17/09/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Auto Trader Group Plc	AUTO	United Kingdom	17/09/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Auto Trader Group Plc	AUTO	United Kingdom	17/09/2021	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR the remuneration policy is considered warranted in the absence of any material concerns.
Auto Trader Group Plc	AUTO	United Kingdom	17/09/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is considered warranted, although it is not without concern for shareholders.* PSP awards made to the Executive Directors for FY2021 have been made at 250% of salary, representing a material increase on the normal award levels (200% of salary for the CEO and 150% of salary for both the CFO and COO). Furthermore, the awards are subject to vest based on a single relative TSR performance measure.* The Company continues to use the operating profit measure across the majority of the variable remuneration structure, increasing the risk that executives could be rewarded twice for the same performance outcomes. The main reasons for support are: "The increased PSP levels for FY2021 were awarded following shareholder consultation and had been communicated in the Company's FY2020 annual report." The Company's response to COVID-19 in regard to Executive remuneration is positively acknowledged (temporary salary reductions, repaying furlough support, suspension of the FY2021 bonus, waiving the FY2020 bonus, etc).* The Remuneration Committee retains discretion to adjust formulaic outcomes under the PSP when outcomes are not considered appropriate.* The FY2022 PSP award will revert to the previous 'normal' maximum levels, and utilise a more diverse array of performance metrics.* No other material issues have been identified.
Auto Trader Group Plc	AUTO	United Kingdom	17/09/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Auto Trader Group Plc	AUTO	United Kingdom	17/09/2021	Elect Director	Re-elect Ed Williams as Director	For	For	A vote FOR these candidates is considered warranted as no significant concerns have been identified.
Auto Trader Group Plc	AUTO	United Kingdom	17/09/2021	Elect Director	Re-elect Nathan Coe as Director	For	For	A vote FOR these candidates is considered warranted as no significant concerns have been identified.
Auto Trader Group Plc	AUTO	United Kingdom	17/09/2021	Elect Director	Re-elect David Keens as Director	For	For	A vote FOR these candidates is considered warranted as no significant concerns have been identified.
Auto Trader Group Plc	AUTO	United Kingdom	17/09/2021	Elect Director	Re-elect Jill Easterbrook as Director	For	For	A vote FOR these candidates is considered warranted as no significant concerns have been identified.
Auto Trader Group Plc	AUTO	United Kingdom	17/09/2021	Elect Director	Re-elect Jeni Mundy as Director	For	For	A vote FOR these candidates is considered warranted as no significant concerns have been identified.
AutoStore Holdings Ltd.	AUTO	Norway	19/05/2022	Elect Chairman of Meeting	Elect Chairman of Meeting	For	For	These are routine meeting formalities.
AutoStore Holdings Ltd.	AUTO	Norway	19/05/2022	Approve Remuneration Policy	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against	Against	A vote AGAINST this item is warranted because it allows for uncapped extraordinary bonuses.
AutoStore Holdings Ltd.	AUTO	Norway	19/05/2022	Miscellaneous Proposal: Company-Specific	Confirmation of Acts	For	For	A vote FOR this proposal is warranted because there is no evidence of problematic actions taken by the directors and officers of the company.

AutoStore Holdings Ltd.	AUTO	Norway	19/05/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or Vote Tabulation	Designate Inspector(s) of Minutes of Meeting	For	For	These are routine meeting formalities.
AutoStore Holdings Ltd.	AUTO	Norway	19/05/2022	Approve Minutes of Previous Meeting	Approve Notice of Meeting and Agenda	For	For	These are routine meeting formalities.
AutoStore Holdings Ltd.	AUTO	Norway	19/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
AutoStore Holdings Ltd.	AUTO	Norway	19/05/2022	Ratify Auditors	Ratify Deloitte as Auditors	Against	Against	A vote AGAINST the ratification of Deloitte as the company's audit firm is warranted given that the non-audit fees are 62.5 percent of the total fees received by the audit firm during the fiscal year, raising substantial doubts over the independence of the auditor. This is a non-voting item.
AutoStore Holdings Ltd.	AUTO	Norway	19/05/2022	Discuss/Approve Company's Corporate Governance Structure/Statement	Approve Company's Corporate Governance Statement	For	For	
AutoStore Holdings Ltd.	AUTO	Norway	19/05/2022	Elect Member of Nominating Committee	Elect Members of Nominating Committee	Against	Against	A vote AGAINST item 7.1 is warranted because not all candidate names have been published at the time of writing. A vote FOR item 7.2 is warranted, because of a lack of controversy regarding the procedures proposed.
AutoStore Holdings Ltd.	AUTO	Norway	19/05/2022	Elect Member of Nominating Committee	Approve Procedures for Nominating Committee	For	For	A vote AGAINST item 7.1 is warranted because not all candidate names have been published at the time of writing. A vote FOR item 7.2 is warranted, because of a lack of controversy regarding the procedures proposed.
AutoStore Holdings Ltd.	AUTO	Norway	19/05/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors; Approve Remuneration of Audit Committee Members	Against	Against	Item 8: A vote AGAINST this item is warranted, as the proposed director fees, including the grant of RSUs, can be considered excessive in relation to comparable domestic peers. Item 9: A vote FOR this proposal is warranted as nominating committee fees are usually modest and symbolic in this market.
AutoStore Holdings Ltd.	AUTO	Norway	19/05/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Nominating Committee	For	For	Item 8: A vote AGAINST this item is warranted, as the proposed director fees, including the grant of RSUs, can be considered excessive in relation to comparable domestic peers. Item 9: A vote FOR this proposal is warranted as nominating committee fees are usually modest and symbolic in this market.
Aviva Plc	AV	United Kingdom	9/05/2022	Adopt New Articles of Association/Charter	Adopt New Articles of Association	For	For	A vote FOR this resolution is warranted as the proposed changes to the Articles of Association are considered routine for the purposes of the proposed issuance of B Shares.
Aviva Plc	AV	United Kingdom	9/05/2022	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Approve Issue of B Shares	For	For	A vote FOR this item is considered warranted, as no material concerns have been identified.
Aviva Plc	AV	United Kingdom	9/05/2022	Approve Reverse Stock Split	Approve Share Consolidation	For	For	A vote FOR this item is considered warranted, as no material concerns have been identified.
Aviva Plc	AV	United Kingdom	9/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Aviva Plc	AV	United Kingdom	9/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Aviva Plc	AV	United Kingdom	9/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Aviva Plc	AV	United Kingdom	9/05/2022	Approve/Amend Conversion of Securities	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Solvency II (SII) Instruments and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.
Aviva Plc	AV	United Kingdom	9/05/2022	Approve/Amend Conversion of Securities	Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Solvency II (SII) Instruments and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.
Aviva Plc	AV	United Kingdom	9/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Aviva Plc	AV	United Kingdom	9/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Aviva Plc	AV	United Kingdom	9/05/2022	Elect Director	Re-elect Patrick Flynn as Director	For	For	Items 5 & 7-14 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 6 A vote FOR the election of Shonaid Jemmett-Page is warranted, although it is not without concern for shareholders: * In addition to her NED position at the Company, she is the Board Chair of two publicly listed companies, and a NED at two other publicly listed companies. On strict application of the Sustainability Advisory Services Policy, her mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise her ability to commit sufficient time to her role at the Company. The main reasons for support are: * Upon sharing a draft of this report, the Company disclosed that she will be stepping down from Caledonia Investments Plc on 31 May 2022. Such disclosure by the Company is positively noted. Future changes to her external board appointments will be kept under review.
Aviva Plc	AV	United Kingdom	9/05/2022	Elect Director	Re-elect Mohit Joshi as Director	For	For	Items 5 & 7-14 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 6 A vote FOR the election of Shonaid Jemmett-Page is warranted, although it is not without concern for shareholders: * In addition to her NED position at the Company, she is the Board Chair of two publicly listed companies, and a NED at two other publicly listed companies. On strict application of the Sustainability Advisory Services Policy, her mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise her ability to commit sufficient time to her role at the Company. The main reasons for support are: * Upon sharing a draft of this report, the Company disclosed that she will be stepping down from Caledonia Investments Plc on 31 May 2022. Such disclosure by the Company is positively noted. Future changes to her external board appointments will be kept under review.
Aviva Plc	AV	United Kingdom	9/05/2022	Elect Director	Re-elect Pippa Lambert as Director	For	For	Items 5 & 7-14 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 6 A vote FOR the election of Shonaid Jemmett-Page is warranted, although it is not without concern for shareholders: * In addition to her NED position at the Company, she is the Board Chair of two publicly listed companies, and a NED at two other publicly listed companies. On strict application of the Sustainability Advisory Services Policy, her mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise her ability to commit sufficient time to her role at the Company. The main reasons for support are: * Upon sharing a draft of this report, the Company disclosed that she will be stepping down from Caledonia Investments Plc on 31 May 2022. Such disclosure by the Company is positively noted. Future changes to her external board appointments will be kept under review.
Aviva Plc	AV	United Kingdom	9/05/2022	Elect Director	Re-elect Jim McConville as Director	For	For	Items 5 & 7-14 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 6 A vote FOR the election of Shonaid Jemmett-Page is warranted, although it is not without concern for shareholders: * In addition to her NED position at the Company, she is the Board Chair of two publicly listed companies, and a NED at two other publicly listed companies. On strict application of the Sustainability Advisory Services Policy, her mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise her ability to commit sufficient time to her role at the Company. The main reasons for support are: * Upon sharing a draft of this report, the Company disclosed that she will be stepping down from Caledonia Investments Plc on 31 May 2022. Such disclosure by the Company is positively noted. Future changes to her external board appointments will be kept under review.
Aviva Plc	AV	United Kingdom	9/05/2022	Elect Director	Re-elect Michael Mire as Director	For	For	Items 5 & 7-14 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 6 A vote FOR the election of Shonaid Jemmett-Page is warranted, although it is not without concern for shareholders: * In addition to her NED position at the Company, she is the Board Chair of two publicly listed companies, and a NED at two other publicly listed companies. On strict application of the Sustainability Advisory Services Policy, her mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise her ability to commit sufficient time to her role at the Company. The main reasons for support are: * Upon sharing a draft of this report, the Company disclosed that she will be stepping down from Caledonia Investments Plc on 31 May 2022. Such disclosure by the Company is positively noted. Future changes to her external board appointments will be kept under review.
Aviva Plc	AV	United Kingdom	9/05/2022	Ratify Auditors	Reappoint PricewaterhouseCoopers as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Aviva Plc	AV	United Kingdom	9/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Aviva Plc	AV	United Kingdom	9/05/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Aviva Plc	AV	United Kingdom	9/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Aviva Plc	AV	United Kingdom	9/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Aviva Plc	AV	United Kingdom	9/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted, although it is not without concern for shareholders: * The CEO's LTIP opportunity is being increased from 300% to 350% of salary. The main reasons for support are: * The increased award opportunity of 350% of salary is still within the LTIP policy limit. * The Company's rationale for the increased award opportunity is acknowledged. * The performance targets for the ensuing year's LTIP have incorporated additional stretch applied to acknowledge the increased opportunity.
Aviva Plc	AV	United Kingdom	9/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Aviva Plc	AV	United Kingdom	9/05/2022	Approve/Amend Conversion of Securities	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Solvency II (SII) Instruments and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.
Aviva Plc	AV	United Kingdom	9/05/2022	Approve/Amend Conversion of Securities	Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Solvency II (SII) Instruments and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.
Aviva Plc	AV	United Kingdom	9/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.

Aviva Plc	AV	United Kingdom	9/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of 8 3/4 % Preference Shares	For	For	A vote FOR these resolutions is warranted because the Company is requesting such authorities to retain flexibility to manage its capital effectively and the Directors have stated that they have no current intention to re-purchase these instruments
Aviva Plc	AV	United Kingdom	9/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of 8 3/8 % Preference Shares	For	For	A vote FOR these resolutions is warranted because the Company is requesting such authorities to retain flexibility to manage its capital effectively and the Directors have stated that they have no current intention to re-purchase these instruments
Aviva Plc	AV	United Kingdom	9/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Aviva Plc	AV	United Kingdom	9/05/2022	Management Climate-Related Proposal	Approve Climate-Related Financial Disclosure	For	For	A vote FOR this resolution is warranted as: " The Company's continuation to put forward its climate-related disclosures for an advisory shareholder vote on an annual basis is in line with the Say on Climate campaign call for annual votes. This ensures that shareholders are provided a recurring say on what is a rapidly developing area. " This year's CFRD is accompanied by a Transition Plan and it provides shareholders a greater overview of the Company's forward-looking plans on climate. " The Company is committed to net zero by 2040, covering all aspects of their business. This means that Aviva's target exceed its commitments under the UN Net Zero Asset Owner Alliance to transition investment portfolios to net zero by 2050. " The disclosures outlined by the Company include clear targets for various climate and environmental measures while the governance structure for addressing and dealing with the climate-related topics appears to be fairly transparent and robust, and climate is considered across the Company's pay structure. " Aviva has joined several initiatives that are working toward transparent reporting standards and sets out its approach to climate engagement and its key requests.
Aviva Plc	AV	United Kingdom	9/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Aviva Plc	AV	United Kingdom	9/05/2022	Elect Director	Elect Andrea Blance as Director	For	For	Items 5 & 7-14 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 6 A vote FOR the election of Shonaid Jemmett-Page is warranted, although it is not without concern for shareholders: " In addition to her NED position at the Company, she is the Board Chair of two publicly listed companies, and a NED at two other publicly listed companies. On strict application of the Sustainability Advisory Services Policy, her mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise her ability to commit sufficient time to her role at the Company. The main reasons for support are: " Upon sharing a draft of this report, the Company disclosed that she will be stepping down from Caledonia Investments Plc on 31 May 2022. Such disclosure by the Company is positively noted. Future changes to her external board appointments will be kept under review.
Aviva Plc	AV	United Kingdom	9/05/2022	Elect Director	Elect Shonaid Jemmett-Page as Director	For	For	Items 5 & 7-14 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 6 A vote FOR the election of Shonaid Jemmett-Page is warranted, although it is not without concern for shareholders: " In addition to her NED position at the Company, she is the Board Chair of two publicly listed companies, and a NED at two other publicly listed companies. On strict application of the Sustainability Advisory Services Policy, her mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise her ability to commit sufficient time to her role at the Company. The main reasons for support are: " Upon sharing a draft of this report, the Company disclosed that she will be stepping down from Caledonia Investments Plc on 31 May 2022. Such disclosure by the Company is positively noted. Future changes to her external board appointments will be kept under review.
Aviva Plc	AV	United Kingdom	9/05/2022	Elect Director	Elect Martin Strobel as Director	For	For	Items 5 & 7-14 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 6 A vote FOR the election of Shonaid Jemmett-Page is warranted, although it is not without concern for shareholders: " In addition to her NED position at the Company, she is the Board Chair of two publicly listed companies, and a NED at two other publicly listed companies. On strict application of the Sustainability Advisory Services Policy, her mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise her ability to commit sufficient time to her role at the Company. The main reasons for support are: " Upon sharing a draft of this report, the Company disclosed that she will be stepping down from Caledonia Investments Plc on 31 May 2022. Such disclosure by the Company is positively noted. Future changes to her external board appointments will be kept under review.
Aviva Plc	AV	United Kingdom	9/05/2022	Elect Director	Re-elect Amanda Blanc as Director	For	For	Items 5 & 7-14 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 6 A vote FOR the election of Shonaid Jemmett-Page is warranted, although it is not without concern for shareholders: " In addition to her NED position at the Company, she is the Board Chair of two publicly listed companies, and a NED at two other publicly listed companies. On strict application of the Sustainability Advisory Services Policy, her mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise her ability to commit sufficient time to her role at the Company. The main reasons for support are: " Upon sharing a draft of this report, the Company disclosed that she will be stepping down from Caledonia Investments Plc on 31 May 2022. Such disclosure by the Company is positively noted. Future changes to her external board appointments will be kept under review.
Aviva Plc	AV	United Kingdom	9/05/2022	Elect Director	Re-elect George Culmer as Director	For	For	Items 5 & 7-14 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 6 A vote FOR the election of Shonaid Jemmett-Page is warranted, although it is not without concern for shareholders: " In addition to her NED position at the Company, she is the Board Chair of two publicly listed companies, and a NED at two other publicly listed companies. On strict application of the Sustainability Advisory Services Policy, her mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise her ability to commit sufficient time to her role at the Company. The main reasons for support are: " Upon sharing a draft of this report, the Company disclosed that she will be stepping down from Caledonia Investments Plc on 31 May 2022. Such disclosure by the Company is positively noted. Future changes to her external board appointments will be kept under review.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Elect Director	Elect Director Glyn F. Aepfel	For	For	A vote FOR the director nominees is warranted.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Elect Director	Elect Director Terry S. Brown	For	For	A vote FOR the director nominees is warranted.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Elect Director	Elect Director Alan B. Bucklelew	For	For	A vote FOR the director nominees is warranted.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Elect Director	Elect Director Ronald L. Hawner, Jr.	For	For	A vote FOR the director nominees is warranted.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Elect Director	Elect Director Stephen P. Hills	For	For	A vote FOR the director nominees is warranted.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Elect Director	Elect Director Christopher B. Howard	For	For	A vote FOR the director nominees is warranted.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Elect Director	Elect Director Richard J. Lieb	For	For	A vote FOR the director nominees is warranted.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Elect Director	Elect Director Nhenina Lynch	For	For	A vote FOR the director nominees is warranted.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Elect Director	Elect Director Timothy J. Naughton	For	For	A vote FOR the director nominees is warranted.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Elect Director	Elect Director Benjamin W. Schall	For	For	A vote FOR the director nominees is warranted.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Elect Director	Elect Director Susan Swaneey	For	For	A vote FOR the director nominees is warranted.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Elect Director	Elect Director W. Edward Walter	For	For	A vote FOR the director nominees is warranted.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay is conditioned on clearly disclosed performance objectives and the company's regular equity awards granted under its long-term incentive plan are entirely performance conditioned. Nevertheless, shareholders should continue to monitor the company's use of one-time awards and other compensation decisions made during the leadership transition.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Broadcom Inc.	AVGO	USA	4/04/2022	Elect Director	Elect Director Diane M. Bryant	For	For	A vote AGAINST Harry You is warranted for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.
Broadcom Inc.	AVGO	USA	4/04/2022	Elect Director	Elect Director Gayla J. Delly	For	For	A vote AGAINST Harry You is warranted for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.
Broadcom Inc.	AVGO	USA	4/04/2022	Elect Director	Elect Director Raul J. Fernandez	For	For	A vote AGAINST Harry You is warranted for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.
Broadcom Inc.	AVGO	USA	4/04/2022	Elect Director	Elect Director Eddy W. Hartenstein	For	For	A vote AGAINST Harry You is warranted for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.
Broadcom Inc.	AVGO	USA	4/04/2022	Elect Director	Elect Director Cheek Kian Low	For	For	A vote AGAINST Harry You is warranted for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.
Broadcom Inc.	AVGO	USA	4/04/2022	Elect Director	Elect Director Justine F. Page	For	For	A vote AGAINST Harry You is warranted for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.
Broadcom Inc.	AVGO	USA	4/04/2022	Elect Director	Elect Director Henry Samuelli	For	For	A vote AGAINST Harry You is warranted for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.
Broadcom Inc.	AVGO	USA	4/04/2022	Elect Director	Elect Director Hock E. Tan	For	For	A vote AGAINST Harry You is warranted for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.
Broadcom Inc.	AVGO	USA	4/04/2022	Elect Director	Elect Director Harry L. You	Against	Against	A vote AGAINST Harry You is warranted for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.
Broadcom Inc.	AVGO	USA	4/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Broadcom Inc.	AVGO	USA	4/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. While STI awards are predominantly based on pre-set financial goals, the program's design incorporates a significant degree of discretion for the individual performance multiplier. CEO Tan received his first equity grant following three years of no grants after he received a multi-year equity award in 2017. The equity grant is entirely performance-based, but the target goal is not viewed as particularly rigorous. In addition, CEO Tan received another sizable equity award in FY22, including a one-time award. Besides, three NEOs received sizable promotion grants, half of which are performance-based, but also with a goal that is not particularly rigorous. Nevertheless, high incentive awards are substantiated by strong performance and long-term CEO pay is reasonably aligned with long-term performance at this time. The above noted concerns warrant continued close monitoring.
Aventus Group	AVN	Australia	24/11/2021	Elect Director	Elect Robyn Stubbs as Director	For	For	A vote FOR the re-election of independent directors Robyn Stubbs and Kieran Pryke is warranted as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Aventus Group	AVN	Australia	24/11/2021	Elect Director	Elect Kieran Pryke as Director	For	For	A vote FOR the re-election of independent directors Robyn Stubbs and Kieran Pryke is warranted as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Aventus Group	AVN	Australia	24/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted as there is no material disconnect between pay and performance and shareholder outcomes.
Aventus Group	AVN	Australia	24/11/2021	Approve Share Plan Grant	Approve Issuance of Restricted Stapled Securities to Darren Holland	For	For	A vote FOR the grant of restricted stapled securities is warranted. This represents the deferral into equity over a three year period of the FY21 STI bonus, in regard to which no material misalignment with performance or shareholder interests is observed in the FY21 Remuneration Report.

Aventus Group	AVN	Australia	24/11/2021	Company Specific Organization Related	Approve Unstapling Resolution (Aventus Trust)	Against	Against	A vote AGAINST this resolution is warranted given a number of corporate governance concerns have been identified in respect of the transaction, including: " Reverting the management structure to an externally managed REIT being misaligned with investors," AVN securityholders approved and paid \$143 million to internalise management in 2018," There is a significant one-off \$22.3 million acquisition fee payable by the Merged HDN Group to HMC if the Merger is implemented, being a fee payable under the Investment Management Agreement and being misaligned with AVN securityholder interests," "No ability for securityholders to appoint directors and approve management remuneration at an AGM of the Merged HDN Group," "Disproportionate level of AVN board seats in the Merged HDN Group, and" "Increased gearing and shorter debt maturity at the Merged HDN Group.
Aventus Group	AVN	Australia	24/11/2021	Approve Scheme of Arrangement	Approve Trust Constitution Amendment Resolution	Against	Against	A vote AGAINST this resolution is warranted given a number of corporate governance concerns have been identified in respect of the transaction, including: " Reverting the management structure to an externally managed REIT being misaligned with investors," AVN securityholders approved and paid \$143 million to internalise management in 2018," There is a significant one-off \$22.3 million acquisition fee payable by the Merged HDN Group to HMC if the Merger is implemented, being a fee payable under the Investment Management Agreement and being misaligned with AVN securityholder interests," "No ability for securityholders to appoint directors and approve management remuneration at an AGM of the Merged HDN Group," "Disproportionate level of AVN board seats in the Merged HDN Group, and" "Increased gearing and shorter debt maturity at the Merged HDN Group.
Aventus Group	AVN	Australia	24/11/2021	Approve Scheme of Arrangement	Approve Trust Acquisition Resolution	Against	Against	A vote AGAINST this resolution is warranted given a number of corporate governance concerns have been identified in respect of the transaction, including: " Reverting the management structure to an externally managed REIT being misaligned with investors," AVN securityholders approved and paid \$143 million to internalise management in 2018," There is a significant one-off \$22.3 million acquisition fee payable by the Merged HDN Group to HMC if the Merger is implemented, being a fee payable under the Investment Management Agreement and being misaligned with AVN securityholder interests," "No ability for securityholders to appoint directors and approve management remuneration at an AGM of the Merged HDN Group," "Disproportionate level of AVN board seats in the Merged HDN Group, and" "Increased gearing and shorter debt maturity at the Merged HDN Group.
Avast Plc	AVST	United Kingdom	18/11/2021	Approve Merger Agreement	Approve Scheme of Arrangement	For	For	A contentious vote FOR on the transaction is warranted because: " The founders' preferences likely limit the Board's ability to consider strategic alternatives that do not include a substantial equity component," The Company faces growing competitive pressures, and its size limits its ability to invest in R&D, undermining the standalone case; and" The mostly cash offer represents a minimally acceptable valuation, and the mostly stock offer presents added optionality given that investors will not have to select the type of consideration for several months.
Avast Plc	AVST	United Kingdom	18/11/2021	Approve Scheme of Arrangement	Approve Scheme of Arrangement	For	For	A contentious vote FOR on the transaction is warranted because: " The founders' preferences likely limit the Board's ability to consider strategic alternatives that do not include a substantial equity component," The Company faces growing competitive pressures, and its size limits its ability to invest in R&D, undermining the standalone case; and" The mostly cash offer represents a minimally acceptable valuation, and the mostly stock offer presents added optionality given that investors will not have to select the type of consideration for several months.
Avast Plc	AVST	United Kingdom	18/11/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Avast Plc	AVST	United Kingdom	24/06/2022	Elect Director	Re-elect Pavel Baudis as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Avast Plc	AVST	United Kingdom	24/06/2022	Elect Director	Re-elect Eduard Kucera as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Avast Plc	AVST	United Kingdom	24/06/2022	Elect Director	Elect Stuart Simpson as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Avast Plc	AVST	United Kingdom	24/06/2022	Ratify Auditors	Reappoint Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Avast Plc	AVST	United Kingdom	24/06/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Avast Plc	AVST	United Kingdom	24/06/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Avast Plc	AVST	United Kingdom	24/06/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Avast Plc	AVST	United Kingdom	24/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Avast Plc	AVST	United Kingdom	24/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Avast Plc	AVST	United Kingdom	24/06/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Avast Plc	AVST	United Kingdom	24/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST this resolution is warranted because: " The Committee exercised its discretion to determine that the departing CFO's 2021 bonus would be based on an equal weighting of Company (financial) measures and personal measures (which also include personal financial performance). However, the Company has neither disclosed the strategic KPI or the personal financial performance which were applicable to the departing CFO as part of his annual bonus framework, nor has the level of achievement under these elements been provided. Given that these elements together represent 50% of the total bonus opportunity, an absolute lack of disclosure of these measures, raise material concerns on the appropriateness of the bonus outcome for the departing CFO.
Avast Plc	AVST	United Kingdom	24/06/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Avast Plc	AVST	United Kingdom	24/06/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Avast Plc	AVST	United Kingdom	24/06/2022	Elect Director	Re-elect John Schwarz as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Avast Plc	AVST	United Kingdom	24/06/2022	Elect Director	Re-elect Ondrej Vitek as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Avast Plc	AVST	United Kingdom	24/06/2022	Elect Director	Re-elect Warren Finegold as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Avast Plc	AVST	United Kingdom	24/06/2022	Elect Director	Re-elect Belinda Richards as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Avast Plc	AVST	United Kingdom	24/06/2022	Elect Director	Re-elect Tamara Minick-Scoke as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Avast Plc	AVST	United Kingdom	24/06/2022	Elect Director	Re-elect Maggie Chan Jones as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
AVEVA Group Plc	AVV	United Kingdom	7/07/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
AVEVA Group Plc	AVV	United Kingdom	7/07/2021	Elect Director	Re-elect James Kidd as Director	For	For	Item 7: Elect Olivier Blum as DirectorA vote AGAINST this resolution is warranted because: " Olivier Blum is a nominee of the controlling shareholder and thereby not considered to be independent. The composition of the Remuneration Committee does not comply with the recommendations of the UK Code as a result of this Director.Item 8, 10- 14-A vote FOR these candidates is warranted as no significant concerns have been identified.Item 9:Votes AGAINST incumbent Nominating Committee chair Philip (Phil) Aiken are warranted for lack of gender diversity on the board.
AVEVA Group Plc	AVV	United Kingdom	7/07/2021	Elect Director	Re-elect Jennifer Allerton as Director	For	For	Item 7: Elect Olivier Blum as DirectorA vote AGAINST this resolution is warranted because: " Olivier Blum is a nominee of the controlling shareholder and thereby not considered to be independent. The composition of the Remuneration Committee does not comply with the recommendations of the UK Code as a result of this Director.Item 8, 10- 14-A vote FOR these candidates is warranted as no significant concerns have been identified.Item 9:Votes AGAINST incumbent Nominating Committee chair Philip (Phil) Aiken are warranted for lack of gender diversity on the board.
AVEVA Group Plc	AVV	United Kingdom	7/07/2021	Elect Director	Re-elect Christopher Humphrey as Director	For	For	Item 7: Elect Olivier Blum as DirectorA vote AGAINST this resolution is warranted because: " Olivier Blum is a nominee of the controlling shareholder and thereby not considered to be independent. The composition of the Remuneration Committee does not comply with the recommendations of the UK Code as a result of this Director.Item 8, 10- 14-A vote FOR these candidates is warranted as no significant concerns have been identified.Item 9:Votes AGAINST incumbent Nominating Committee chair Philip (Phil) Aiken are warranted for lack of gender diversity on the board.
AVEVA Group Plc	AVV	United Kingdom	7/07/2021	Elect Director	Re-elect Ron Moberg as Director	For	For	Item 7: Elect Olivier Blum as DirectorA vote AGAINST this resolution is warranted because: " Olivier Blum is a nominee of the controlling shareholder and thereby not considered to be independent. The composition of the Remuneration Committee does not comply with the recommendations of the UK Code as a result of this Director.Item 8, 10- 14-A vote FOR these candidates is warranted as no significant concerns have been identified.Item 9:Votes AGAINST incumbent Nominating Committee chair Philip (Phil) Aiken are warranted for lack of gender diversity on the board.
AVEVA Group Plc	AVV	United Kingdom	7/07/2021	Elect Director	Re-elect Paula Dowdy as Director	For	For	Item 7: Elect Olivier Blum as DirectorA vote AGAINST this resolution is warranted because: " Olivier Blum is a nominee of the controlling shareholder and thereby not considered to be independent. The composition of the Remuneration Committee does not comply with the recommendations of the UK Code as a result of this Director.Item 8, 10- 14-A vote FOR these candidates is warranted as no significant concerns have been identified.Item 9:Votes AGAINST incumbent Nominating Committee chair Philip (Phil) Aiken are warranted for lack of gender diversity on the board.
AVEVA Group Plc	AVV	United Kingdom	7/07/2021	Ratify Auditors	Reappoint Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
AVEVA Group Plc	AVV	United Kingdom	7/07/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
AVEVA Group Plc	AVV	United Kingdom	7/07/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
AVEVA Group Plc	AVV	United Kingdom	7/07/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
AVEVA Group Plc	AVV	United Kingdom	7/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
AVEVA Group Plc	AVV	United Kingdom	7/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is considered warranted although it is not without concerns: " There is scope for improved reporting on LTIP targets.The main reasons for support are: " Overall pay is broadly considered to be aligned with performance." No other material concerns are noted on the remuneration practices of the Company during the year.
AVEVA Group Plc	AVV	United Kingdom	7/07/2021	Adopt New Articles of Association/Charter	Adopt New Articles of Association	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
AVEVA Group Plc	AVV	United Kingdom	7/07/2021	Approve Reduction/Cancellation of Share Premium Account	Approve Reduction of Share Premium Account	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
AVEVA Group Plc	AVV	United Kingdom	7/07/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
AVEVA Group Plc	AVV	United Kingdom	7/07/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.

AVEVA Group Plc	AVV	United Kingdom	7/07/2021	Approve/Amend All Employee Share Schemes	Approve Sub-Plan for Californian-based Participants of Global Employee Share Purchase Plan	For	For	A vote FOR this resolution is warranted in the absence of significant concerns.
AVEVA Group Plc	AVV	United Kingdom	7/07/2021	Approve Restricted Stock Plan	Approve Long Term Incentive Plan	For	For	A vote FOR this resolution is warranted in the absence of significant concerns.
AVEVA Group Plc	AVV	United Kingdom	7/07/2021	Approve Restricted Share Plan	Approve Restricted Share Plan	For	For	A vote FOR this resolution is warranted in the absence of significant concerns.
AVEVA Group Plc	AVV	United Kingdom	7/07/2021	Elect Director	Re-elect Olivier Blum as Director	Against	Against	Item 7: Elect Olivier Blum as Director A vote AGAINST this resolution is warranted because: " Olivier Blum is a nominee of the controlling shareholder and thereby not considered to be independent. The composition of the Remuneration Committee does not comply with the recommendations of the UK Code as a result of this Director. Item 8, 10- 14: A vote FOR these candidates is warranted as no significant concerns have been identified. Item 9: Votes AGAINST incumbent Nominating Committee chair Philip (Phil) Aiken are warranted for lack of gender diversity on the board.
AVEVA Group Plc	AVV	United Kingdom	7/07/2021	Elect Director	Re-elect Peter Herweck as Director	For	For	Item 7: Elect Olivier Blum as Director A vote AGAINST this resolution is warranted because: " Olivier Blum is a nominee of the controlling shareholder and thereby not considered to be independent. The composition of the Remuneration Committee does not comply with the recommendations of the UK Code as a result of this Director. Item 8, 10- 14: A vote FOR these candidates is warranted as no significant concerns have been identified. Item 9: Votes AGAINST incumbent Nominating Committee chair Philip (Phil) Aiken are warranted for lack of gender diversity on the board.
AVEVA Group Plc	AVV	United Kingdom	7/07/2021	Elect Director	Re-elect Philip Aiken as Director	Against	Against	Item 7: Elect Olivier Blum as Director A vote AGAINST this resolution is warranted because: " Olivier Blum is a nominee of the controlling shareholder and thereby not considered to be independent. The composition of the Remuneration Committee does not comply with the recommendations of the UK Code as a result of this Director. Item 8, 10- 14: A vote FOR these candidates is warranted as no significant concerns have been identified. Item 9: Votes AGAINST incumbent Nominating Committee chair Philip (Phil) Aiken are warranted for lack of gender diversity on the board.
Avery Dennison Corporation	AVY	USA	28/04/2022	Elect Director	Elect Director Bradley A. Alford	For	For	A vote FOR the director nominees is warranted.
Avery Dennison Corporation	AVY	USA	28/04/2022	Elect Director	Elect Director Anthony K. Anderson	For	For	A vote FOR the director nominees is warranted.
Avery Dennison Corporation	AVY	USA	28/04/2022	Elect Director	Elect Director Mitchell R. Butler	For	For	A vote FOR the director nominees is warranted.
Avery Dennison Corporation	AVY	USA	28/04/2022	Elect Director	Elect Director Ken C. Hicks	For	For	A vote FOR the director nominees is warranted.
Avery Dennison Corporation	AVY	USA	28/04/2022	Elect Director	Elect Director Andres A. Lopez	For	For	A vote FOR the director nominees is warranted.
Avery Dennison Corporation	AVY	USA	28/04/2022	Elect Director	Elect Director Patrick T. Siewert	For	For	A vote FOR the director nominees is warranted.
Avery Dennison Corporation	AVY	USA	28/04/2022	Elect Director	Elect Director Julia A. Stewart	For	For	A vote FOR the director nominees is warranted.
Avery Dennison Corporation	AVY	USA	28/04/2022	Elect Director	Elect Director Martha N. Sullivan	For	For	A vote FOR the director nominees is warranted.
Avery Dennison Corporation	AVY	USA	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.
Avery Dennison Corporation	AVY	USA	28/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Alumina Limited	AWC	Australia	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the Remuneration Report is warranted on the basis that: " The structure of executive remuneration is largely unchanged from prior years; " There was nil vesting of the FY19 LTI, in line with shareholder returns over the same period; and " The Bonus outcomes are sufficiently aligned with company performance. However, concerns are raised that: " The Board has discretion to waive performance conditions in the LTI grants and accelerate vesting of unvested rights on a change in control situation; " There is no positive TSR gateway in the LTI plan which has previously allowed vesting despite a negative TSR result over a three-year performance period; " The Sustainability Advisory Services quantitative Pay for Performance analysis indicates a high level of concern for misalignment of pay, performance and shareholders outcomes in terms of relative alignment over the three-year period.
Alumina Limited	AWC	Australia	25/05/2022	Elect Director	Elect Chen Zeng as Director	For	For	A qualified vote FOR the re-election of Chen Zeng is warranted because he is a substantial shareholder representative and serves as a non-independent member of the Audit and Risk Committee, and the board, both of which are majority independent. The qualification is to highlight the structure of the audit and risk committee, which is not comprised entirely of independent non-executive directors.
Alumina Limited	AWC	Australia	25/05/2022	Approve Share Plan Grant	Approve Grant of Performance Rights to Mike Ferraro	For	For	A vote FOR this grant of performance rights is warranted. The quantum of the grant is not problematic and the structure of the award is in line with shareholder interests and accepted market practice having a three-year performance period, two relative TSR performance hurdles and no re-testing. The primary concerns is the absence of a positive TSR gateway, the absence of which allowed partial vesting of the FY18 LTI grant when shareholder returns were negative over the performance period. Additionally, concern is noted that the Board has discretion to waive the vesting/performance conditions.
American Water Works Company, Inc.	AWK	USA	11/05/2022	Elect Director	Elect Director Jeffrey N. Edwards	For	For	A vote FOR the director nominees is warranted.
American Water Works Company, Inc.	AWK	USA	11/05/2022	Elect Director	Elect Director Martha Clark Goss	For	For	A vote FOR the director nominees is warranted.
American Water Works Company, Inc.	AWK	USA	11/05/2022	Elect Director	Elect Director M. Susan Hardwick	For	For	A vote FOR the director nominees is warranted.
American Water Works Company, Inc.	AWK	USA	11/05/2022	Elect Director	Elect Director Kimberly J. Harris	For	For	A vote FOR the director nominees is warranted.
American Water Works Company, Inc.	AWK	USA	11/05/2022	Elect Director	Elect Director Julia L. Johnson	For	For	A vote FOR the director nominees is warranted.
American Water Works Company, Inc.	AWK	USA	11/05/2022	Elect Director	Elect Director Patricia L. Kampling	For	For	A vote FOR the director nominees is warranted.
American Water Works Company, Inc.	AWK	USA	11/05/2022	Elect Director	Elect Director Karl F. Kurz	For	For	A vote FOR the director nominees is warranted.
American Water Works Company, Inc.	AWK	USA	11/05/2022	Elect Director	Elect Director George MacKenzie	For	For	A vote FOR the director nominees is warranted.
American Water Works Company, Inc.	AWK	USA	11/05/2022	Elect Director	Elect Director James G. Stavridis	For	For	A vote FOR the director nominees is warranted.
American Water Works Company, Inc.	AWK	USA	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.
American Water Works Company, Inc.	AWK	USA	11/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
American Water Works Company, Inc.	AWK	USA	11/05/2022	Report on Climate Change	Report on Medium and Long-Term Greenhouse Gas Targets Aligned with Paris Agreement - Withdrawn			This proposal has been withdrawn.
American Water Works Company, Inc.	AWK	USA	11/05/2022	Racial Equity and/or Civil Rights Audit	Report on Third-Party Racial Equity Audit	For	For	A vote FOR this proposal is warranted, as an independent racial equity justice audit would help shareholders better assess the effectiveness of American Water's efforts to address racial inequity.
Accent Group Limited	AX1	Australia	19/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted as no material disconnect between pay and performance, and shareholder outcomes has been observed. The terms of STI and LTI in FY21 are also consistent with local market standards and shareholder interests. STI bonuses were at maximum which are regarded as reasonably aligned with performance in FY21 and although there was no LTI vesting, the FY21 LTI grant to be tested in 4 years has rigorous 8-15 percent EPS growth performance hurdles.
Accent Group Limited	AX1	Australia	19/11/2021	Elect Director	Elect Donna Player as Director	For	For	A vote FOR Donna Player is warranted as no material issues have been identified regarding this director nominee in respect of board and committee composition. A qualified vote FOR Brett Blundy is warranted. While his presence contributes to the board (and a key committee) not being majority independent, given he is the chairman, founder and shareholder of BBRC International Pte Ltd., a substantial shareholder owning 18.19 percent of the company's shares. Mr Blundy' percentage representation on the board is proportionate to the shareholding in the company.
Accent Group Limited	AX1	Australia	19/11/2021	Elect Director	Elect Brett Blundy as Director	For	For	A vote FOR Donna Player is warranted as no material issues have been identified regarding this director nominee in respect of board and committee composition. A qualified vote FOR Brett Blundy is warranted. While his presence contributes to the board (and a key committee) not being majority independent, given he is the chairman, founder and shareholder of BBRC International Pte Ltd., a substantial shareholder owning 18.19 percent of the company's shares. Mr Blundy' percentage representation on the board is proportionate to the shareholding in the company.
Accent Group Limited	AX1	Australia	19/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Daniel Agostinelli	For	For	A vote FOR this resolution is warranted given the structure of the grant is in line with market standards and shareholder interests. There is an increase in the rigor of the EPS growth performance hurdles in the range of 9 percent to 16 percent (with the increase to 11 percent growth being the new target) over a four-year performance period, being reasonably aligned with improved shareholder interests.
American Express Company	AXP	USA	3/05/2022	Elect Director	Elect Director Thomas J. Baltimore	For	For	A vote FOR the director nominees is warranted.
American Express Company	AXP	USA	3/05/2022	Elect Director	Elect Director Charlene Barshefsky	For	For	A vote FOR the director nominees is warranted.
American Express Company	AXP	USA	3/05/2022	Elect Director	Elect Director John J. Brennan	For	For	A vote FOR the director nominees is warranted.
American Express Company	AXP	USA	3/05/2022	Elect Director	Elect Director Peter Cherin	For	For	A vote FOR the director nominees is warranted.
American Express Company	AXP	USA	3/05/2022	Elect Director	Elect Director Ralph de la Vega	For	For	A vote FOR the director nominees is warranted.
American Express Company	AXP	USA	3/05/2022	Elect Director	Elect Director Michael O. Leavitt	For	For	A vote FOR the director nominees is warranted.
American Express Company	AXP	USA	3/05/2022	Elect Director	Elect Director Theodore J. Leonis	For	For	A vote FOR the director nominees is warranted.
American Express Company	AXP	USA	3/05/2022	Elect Director	Elect Director Karen L. Parkhill	For	For	A vote FOR the director nominees is warranted.
American Express Company	AXP	USA	3/05/2022	Elect Director	Elect Director Charles E. Phillips	For	For	A vote FOR the director nominees is warranted.
American Express Company	AXP	USA	3/05/2022	Elect Director	Elect Director Lynn A. Pike	For	For	A vote FOR the director nominees is warranted.
American Express Company	AXP	USA	3/05/2022	Elect Director	Elect Director Stephen J. Squeri	For	For	A vote FOR the director nominees is warranted.
American Express Company	AXP	USA	3/05/2022	Elect Director	Elect Director Daniel L. Vasella	For	For	A vote FOR the director nominees is warranted.
American Express Company	AXP	USA	3/05/2022	Elect Director	Elect Director Lisa W. Wardell	For	For	A vote FOR the director nominees is warranted.
American Express Company	AXP	USA	3/05/2022	Elect Director	Elect Director Christopher D. Young	For	For	A vote FOR the director nominees is warranted.
American Express Company	AXP	USA	3/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.

American Express Company	AXP	USA	3/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. Shareholders would continue to benefit from improved disclosure under the bonus program and should continue to monitor pay outcomes in light of the large subjective component used to determine incentive pay. Nonetheless, pre-set financial goals determine the bulk of the bonus and a majority of equity awards for the 2021 performance year were subject to rigorous, multi-year performance-goals.
American Express Company Aurizon Holdings Limited	AXP AZJ	USA Australia	3/05/2022 12/10/2021	Require Independent Board Chairman Elect Director	Require Independent Board Chair Elect Tim Poole as Director	For For	For For	A vote FOR this proposal is warranted given the importance of having an independent board chair. A vote FOR the re-election of Timothy Poole or Marcelo Bastos is warranted. No material issues have been identified regarding their nominations in respect of board and committee composition, nor any wider corporate governance concerns. Qualified support FOR the re-election of Samantha Lewis is warranted. Corporate governance concerns have been identified regarding the proposed appointment of Deloitte Touche Tohmatsu as the company's new external auditor. Samantha Lewis is the chair of the audit committee and she was an Assurance & Advisory partner with Deloitte Australia from 2000 to 2014.
Aurizon Holdings Limited	AZJ	Australia	12/10/2021	Elect Director	Elect Samantha Lewis as Director	For	For	A vote FOR the re-election of Timothy Poole or Marcelo Bastos is warranted. No material issues have been identified regarding their nominations in respect of board and committee composition, nor any wider corporate governance concerns. Qualified support FOR the re-election of Samantha Lewis is warranted. Corporate governance concerns have been identified regarding the proposed appointment of Deloitte Touche Tohmatsu as the company's new external auditor. Samantha Lewis is the chair of the audit committee and she was an Assurance & Advisory partner with Deloitte Australia from 2000 to 2014.
Aurizon Holdings Limited	AZJ	Australia	12/10/2021	Elect Director	Elect Marcelo Bastos as Director	For	For	A vote FOR the re-election of Timothy Poole or Marcelo Bastos is warranted. No material issues have been identified regarding their nominations in respect of board and committee composition, nor any wider corporate governance concerns. Qualified support FOR the re-election of Samantha Lewis is warranted. Corporate governance concerns have been identified regarding the proposed appointment of Deloitte Touche Tohmatsu as the company's new external auditor. Samantha Lewis is the chair of the audit committee and she was an Assurance & Advisory partner with Deloitte Australia from 2000 to 2014.
Aurizon Holdings Limited	AZJ	Australia	12/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Andrew Harding	For	For	A vote FOR the grant of performance right to the CEO is warranted.* The grant of performance rights is consistent with market practice and shareholder expectations.* The quantum of the grant is in line with market median.* There is a four-year performance period.* The relative TSR and absolute average annual ROIC performance measures are aligned with shareholder interests. Concerns are noted for the following: "The introduction of a strategic performance measure. The company is targeting non-coal revenue growth of 29% to 43%." The absence of a positive TSR gateway that would align with a positive return to shareholders.* The extent of any board discretion to accelerate vesting in certain circumstances.
Aurizon Holdings Limited	AZJ	Australia	12/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted given that no material misalignment between pay and performance and shareholder outcomes has been identified. The company's remuneration structure and practices in FY21 include: " Good disclosure of the remuneration framework, performance measures and targets,* STI financial and safety targets appear to have been set at sufficiently challenging levels,* The quantum of CEO, KMP and NED remuneration is in line with market,* No increases in the CEOs fixed remuneration and NED fees in FY21, and* Prior LTIs were tested in FY21 and lapsed in full, due to performance targets not being achieved, being in line with shareholder outcomes. Items to highlight include.* The unusual decision by the Board following a favourable court decision to award an additional cash bonus to executives relating to recognizing prior year fees on the Wiggins Island Rail Project (WIRP), and* The inclusion of a new strategic transformation performance measure for 25 percent of the FY22 LTI grant to target non-coal revenue growth.
Aurizon Holdings Limited	AZJ	Australia	12/10/2021	Ratify Auditors	Appoint Deloitte Touche Tohmatsu as Auditor of the Company	For	For	A qualified vote FOR this proposal is warranted. This is a routine item for shareholders to approve the appointment of a new audit firm. The qualification is to raise concern that the chair of the audit committee is a former partner of the new audit firm, despite having left the partnership in 2014.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Approve Qualified Employee Stock Purchase Plan	Approve Savings Related Share Option Scheme	For	For	A vote FOR this tax-approved plan is warranted because it is broad-based and no corporate governance concerns have been identified.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Approve Dividends	Approve Dividends	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Leif Johansson as Director	For	For	Items 5a-5l A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5m A vote FOR this director's re-election is warranted although it is not without concern because of the number of external mandates he holds. However, it is noted that these mandates are interconnected, as opposed to discrete roles. Therefore, no voting action is warranted.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Pascal Soriot as Director	For	For	Items 5a-5l A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5m A vote FOR this director's re-election is warranted although it is not without concern because of the number of external mandates he holds. However, it is noted that these mandates are interconnected, as opposed to discrete roles. Therefore, no voting action is warranted.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Elect Aradhana Sarin as Director	For	For	Items 5a-5l A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5m A vote FOR this director's re-election is warranted although it is not without concern because of the number of external mandates he holds. However, it is noted that these mandates are interconnected, as opposed to discrete roles. Therefore, no voting action is warranted.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Philip Broadley as Director	For	For	Items 5a-5l A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5m A vote FOR this director's re-election is warranted although it is not without concern because of the number of external mandates he holds. However, it is noted that these mandates are interconnected, as opposed to discrete roles. Therefore, no voting action is warranted.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Euan Ashley as Director	For	For	Items 5a-5l A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5m A vote FOR this director's re-election is warranted although it is not without concern because of the number of external mandates he holds. However, it is noted that these mandates are interconnected, as opposed to discrete roles. Therefore, no voting action is warranted.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Michel Demare as Director	For	For	Items 5a-5l A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5m A vote FOR this director's re-election is warranted although it is not without concern because of the number of external mandates he holds. However, it is noted that these mandates are interconnected, as opposed to discrete roles. Therefore, no voting action is warranted.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Deborah DiSanzo as Director	For	For	Items 5a-5l A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5m A vote FOR this director's re-election is warranted although it is not without concern because of the number of external mandates he holds. However, it is noted that these mandates are interconnected, as opposed to discrete roles. Therefore, no voting action is warranted.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Diana Layfield as Director	For	For	Items 5a-5l A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5m A vote FOR this director's re-election is warranted although it is not without concern because of the number of external mandates he holds. However, it is noted that these mandates are interconnected, as opposed to discrete roles. Therefore, no voting action is warranted.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Sheri McCoy as Director	For	For	Items 5a-5l A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5m A vote FOR this director's re-election is warranted although it is not without concern because of the number of external mandates he holds. However, it is noted that these mandates are interconnected, as opposed to discrete roles. Therefore, no voting action is warranted.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Tony Mok as Director	For	For	Items 5a-5l A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5m A vote FOR this director's re-election is warranted although it is not without concern because of the number of external mandates he holds. However, it is noted that these mandates are interconnected, as opposed to discrete roles. Therefore, no voting action is warranted.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Nazreen Rahman as Director	For	For	Items 5a-5l A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5m A vote FOR this director's re-election is warranted although it is not without concern because of the number of external mandates he holds. However, it is noted that these mandates are interconnected, as opposed to discrete roles. Therefore, no voting action is warranted.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Elect Andreas Rummelt as Director	For	For	Items 5a-5l A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5m A vote FOR this director's re-election is warranted although it is not without concern because of the number of external mandates he holds. However, it is noted that these mandates are interconnected, as opposed to discrete roles. Therefore, no voting action is warranted.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Marcus Wallenberg as Director	For	For	Items 5a-5l A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5m A vote FOR this director's re-election is warranted although it is not without concern because of the number of external mandates he holds. However, it is noted that these mandates are interconnected, as opposed to discrete roles. Therefore, no voting action is warranted.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted although it is not without concern because: The new CFO, Aradhana Sarin, received a one-off payment, divided equally between cash and shares, of GBP 2.015m on appointment. The award presents several issues: " The quantum is significant; " No performance conditions are attached; and " Its retentive characteristics are weak, as it requires only eighteen months in employment. However, the CFO was employed by Alexin prior to its acquisition by AstraZeneca. Under the terms of her contract, a change-in control could trigger a significant payment, if re-location were required, regardless of whether employment was severed. In this context, the payment, while a concern, does not warrant a vote against the remuneration report. There are no other significant concerns.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.

AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Approve Qualified Employee Stock Purchase Plan	Approve Savings Related Share Option Scheme	For	For	A vote FOR this tax-approved plan is warranted because it is broad-based and no corporate governance concerns have been identified.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Approve Dividends	Approve Dividends	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Leif Johansson as Director	For	For	Items 5a-5l A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5m A vote FOR this director's re-election is warranted although it is not without concern because of the number of external mandates he holds. However, it is noted that these mandates are interconnected, as opposed to discrete roles. Therefore, no voting action is warranted.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Pascal Soriot as Director	For	For	Items 5a-5l A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5m A vote FOR this director's re-election is warranted although it is not without concern because of the number of external mandates he holds. However, it is noted that these mandates are interconnected, as opposed to discrete roles. Therefore, no voting action is warranted.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Elect Aradhana Sarin as Director	For	For	Items 5a-5l A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5m A vote FOR this director's re-election is warranted although it is not without concern because of the number of external mandates he holds. However, it is noted that these mandates are interconnected, as opposed to discrete roles. Therefore, no voting action is warranted.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Philip Broadley as Director	For	For	Items 5a-5l A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5m A vote FOR this director's re-election is warranted although it is not without concern because of the number of external mandates he holds. However, it is noted that these mandates are interconnected, as opposed to discrete roles. Therefore, no voting action is warranted.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Euan Ashley as Director	For	For	Items 5a-5l A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5m A vote FOR this director's re-election is warranted although it is not without concern because of the number of external mandates he holds. However, it is noted that these mandates are interconnected, as opposed to discrete roles. Therefore, no voting action is warranted.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Michel Demare as Director	For	For	Items 5a-5l A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5m A vote FOR this director's re-election is warranted although it is not without concern because of the number of external mandates he holds. However, it is noted that these mandates are interconnected, as opposed to discrete roles. Therefore, no voting action is warranted.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Deborah DiSanzo as Director	For	For	Items 5a-5l A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5m A vote FOR this director's re-election is warranted although it is not without concern because of the number of external mandates he holds. However, it is noted that these mandates are interconnected, as opposed to discrete roles. Therefore, no voting action is warranted.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Diana Layfield as Director	For	For	Items 5a-5l A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5m A vote FOR this director's re-election is warranted although it is not without concern because of the number of external mandates he holds. However, it is noted that these mandates are interconnected, as opposed to discrete roles. Therefore, no voting action is warranted.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Sheri McCoy as Director	For	For	Items 5a-5l A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5m A vote FOR this director's re-election is warranted although it is not without concern because of the number of external mandates he holds. However, it is noted that these mandates are interconnected, as opposed to discrete roles. Therefore, no voting action is warranted.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Tony Mok as Director	For	For	Items 5a-5l A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5m A vote FOR this director's re-election is warranted although it is not without concern because of the number of external mandates he holds. However, it is noted that these mandates are interconnected, as opposed to discrete roles. Therefore, no voting action is warranted.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Nazneen Rahman as Director	For	For	Items 5a-5l A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5m A vote FOR this director's re-election is warranted although it is not without concern because of the number of external mandates he holds. However, it is noted that these mandates are interconnected, as opposed to discrete roles. Therefore, no voting action is warranted.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Elect Andreas Rummelt as Director	For	For	Items 5a-5l A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5m A vote FOR this director's re-election is warranted although it is not without concern because of the number of external mandates he holds. However, it is noted that these mandates are interconnected, as opposed to discrete roles. Therefore, no voting action is warranted.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Marcus Wallenberg as Director	For	For	Items 5a-5l A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5m A vote FOR this director's re-election is warranted although it is not without concern because of the number of external mandates he holds. However, it is noted that these mandates are interconnected, as opposed to discrete roles. Therefore, no voting action is warranted.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted although it is not without concern because: The new CFO, Aradhana Sarin, received a one-off payment, divided equally between cash and shares, of GBP 2.015m on appointment. The award presents several issues: * The quantum is significant; * No performance conditions are attached; and * Its retentive characteristics are weak, as it requires only eighteen months in employment. However, the CFO was employed by Alexin prior to its acquisition by AstraZeneca. Under the terms of her contract, a change-in control could trigger a significant payment, if re-location were required, regardless of whether employment was severed. In this context, the payment, while a concern, does not warrant a vote against the remuneration report. There are no other significant concerns.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Azenta, Inc.	AZTA	USA	24/01/2022	Elect Director	Elect Director Frank E. Casal	For	For	A vote FOR the director nominees is warranted.
Azenta, Inc.	AZTA	USA	24/01/2022	Elect Director	Elect Director Ellen M. Zane	For	For	A vote FOR the director nominees is warranted.
Azenta, Inc.	AZTA	USA	24/01/2022	Elect Director	Elect Director Robyn C. Davis	For	For	A vote FOR the director nominees is warranted.
Azenta, Inc.	AZTA	USA	24/01/2022	Elect Director	Elect Director Joseph R. Martin	For	For	A vote FOR the director nominees is warranted.
Azenta, Inc.	AZTA	USA	24/01/2022	Elect Director	Elect Director Erica J. McLaughlin	For	For	A vote FOR the director nominees is warranted.
Azenta, Inc.	AZTA	USA	24/01/2022	Elect Director	Elect Director Krishna G. Palepu	For	For	A vote FOR the director nominees is warranted.
Azenta, Inc.	AZTA	USA	24/01/2022	Elect Director	Elect Director Michael Rosenblatt	For	For	A vote FOR the director nominees is warranted.
Azenta, Inc.	AZTA	USA	24/01/2022	Elect Director	Elect Director Stephen S. Schwartz	For	For	A vote FOR the director nominees is warranted.
Azenta, Inc.	AZTA	USA	24/01/2022	Elect Director	Elect Director Alfred Woolcott, III	For	For	A vote FOR the director nominees is warranted.
Azenta, Inc.	AZTA	USA	24/01/2022	Elect Director	Elect Director Mark S. W. righton	For	For	A vote FOR the director nominees is warranted.
Azenta, Inc.	AZTA	USA	24/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.
Azenta, Inc.	AZTA	USA	24/01/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
BAE Systems Plc	BA	United Kingdom	5/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
BAE Systems Plc	BA	United Kingdom	5/05/2022	Elect Director	Re-elect Christopher Grigg as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
BAE Systems Plc	BA	United Kingdom	5/05/2022	Elect Director	Re-elect Stephen Pearce as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
BAE Systems Plc	BA	United Kingdom	5/05/2022	Elect Director	Re-elect Nicole Piascecki as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
BAE Systems Plc	BA	United Kingdom	5/05/2022	Elect Director	Re-elect Charles Woodburn as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
BAE Systems Plc	BA	United Kingdom	5/05/2022	Elect Director	Elect Crystal E Ashby as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
BAE Systems Plc	BA	United Kingdom	5/05/2022	Elect Director	Elect Ewan Kirk as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
BAE Systems Plc	BA	United Kingdom	5/05/2022	Ratify Auditors	Reappoint Deloitte LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
BAE Systems Plc	BA	United Kingdom	5/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
BAE Systems Plc	BA	United Kingdom	5/05/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
BAE Systems Plc	BA	United Kingdom	5/05/2022	Approve/Amend All Employee Share Schemes	Approve Share Incentive Plan	For	For	A vote FOR this resolution is warranted as no material concerns have been identified.
BAE Systems Plc	BA	United Kingdom	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted, although not without concern: * The CEO's salary is being increased further in FY2022, which follows on from an above-inflationary increase in FY2021. The main reasons for support: * The increase is aligned to the wider workforce; and * Pay outcomes for the year under review do not deviate from performance achieved.
BAE Systems Plc	BA	United Kingdom	5/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
BAE Systems Plc	BA	United Kingdom	5/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
BAE Systems Plc	BA	United Kingdom	5/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
BAE Systems Plc	BA	United Kingdom	5/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
BAE Systems Plc	BA	United Kingdom	5/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
BAE Systems Plc	BA	United Kingdom	5/05/2022	Elect Director	Re-elect Nicholas Anderson as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
BAE Systems Plc	BA	United Kingdom	5/05/2022	Elect Director	Re-elect Thomas Arseneault as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
BAE Systems Plc	BA	United Kingdom	5/05/2022	Elect Director	Re-elect Sir Roger Carr as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
BAE Systems Plc	BA	United Kingdom	5/05/2022	Elect Director	Re-elect Dame Elizabeth Corley as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
BAE Systems Plc	BA	United Kingdom	5/05/2022	Elect Director	Re-elect Bradley Greve as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
BAE Systems Plc	BA	United Kingdom	5/05/2022	Elect Director	Re-elect Jane Griffiths as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
The Boeing Company	BA	USA	29/04/2022	Elect Director	Elect Director Robert A. Bradway	For	For	A vote FOR the director nominees is warranted.
The Boeing Company	BA	USA	29/04/2022	Elect Director	Elect Director David L. Calhoun	For	For	A vote FOR the director nominees is warranted.
The Boeing Company	BA	USA	29/04/2022	Elect Director	Elect Director Lynne M. Doughtie	For	For	A vote FOR the director nominees is warranted.

The Boeing Company	BA	USA	29/04/2022	Elect Director	Elect Director Lynn J. Good	For	For	A vote FOR the director nominees is warranted.
The Boeing Company	BA	USA	29/04/2022	Elect Director	Elect Director Stayce D. Harris	For	For	A vote FOR the director nominees is warranted.
The Boeing Company	BA	USA	29/04/2022	Elect Director	Elect Director Akhil Johri	For	For	A vote FOR the director nominees is warranted.
The Boeing Company	BA	USA	29/04/2022	Elect Director	Elect Director David L. Joyce	For	For	A vote FOR the director nominees is warranted.
The Boeing Company	BA	USA	29/04/2022	Elect Director	Elect Director Lawrence W. Kellner	For	For	A vote FOR the director nominees is warranted.
The Boeing Company	BA	USA	29/04/2022	Elect Director	Elect Director Steven M. Mollenkopf	For	For	A vote FOR the director nominees is warranted.
The Boeing Company	BA	USA	29/04/2022	Elect Director	Elect Director John M. Richardson	For	For	A vote FOR the director nominees is warranted.
The Boeing Company	BA	USA	29/04/2022	Elect Director	Elect Director Ronald A. Williams	For	For	A vote FOR the director nominees is warranted.
The Boeing Company	BA	USA	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Notwithstanding some concerns about goal rigor for the annual incentive program and a decline in the percentage of long-term incentives that is performance-based, annual incentives are predominantly based on disclosed financial and operational metrics, and a majority of long-term incentives (at Sustainability Advisory Services valuations) are in the form of premium-priced stock options.
The Boeing Company	BA	USA	29/04/2022	Approve Qualified Employee Stock Purchase Plan	Approve Qualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted given that the terms of the employee stock purchase plan, such as the purchase price and number of shares reserved, are reasonable and well-balanced.
The Boeing Company	BA	USA	29/04/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
The Boeing Company	BA	USA	29/04/2022	Political Lobbying Disclosure	Report on Lobbying Payments and Policy	For	For	A vote FOR this resolution is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.
The Boeing Company	BA	USA	29/04/2022	Charitable Contributions	Report on Charitable Contributions	Against	Against	A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.
The Boeing Company	BA	USA	29/04/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted, as decreasing the ownership threshold required to call a special meeting from 25 percent to 10 percent would enhance shareholder rights, while still ensuring that the required aggregate investment is high enough to minimize the likelihood of abuse of the right.
The Boeing Company	BA	USA	29/04/2022	Report on Climate Change	Report on Net Zero Indicator	For	For	A vote FOR this proposal is warranted. The company and its shareholders are likely to benefit from increased transparency regarding alignment with the Paris Agreement through compliance with Net Zero Indicator criteria. The board also unanimously supports this proposal.
Bank of America Corporation	BAC	USA	26/04/2022	Elect Director	Elect Director Sharon L. Allen	For	For	A vote FOR the director nominees is warranted.
Bank of America Corporation	BAC	USA	26/04/2022	Elect Director	Elect Director Frank P. Bramble, Sr.	For	For	A vote FOR the director nominees is warranted.
Bank of America Corporation	BAC	USA	26/04/2022	Elect Director	Elect Director Pierre J.P. de Weck	For	For	A vote FOR the director nominees is warranted.
Bank of America Corporation	BAC	USA	26/04/2022	Elect Director	Elect Director Arnold W. Donald	For	For	A vote FOR the director nominees is warranted.
Bank of America Corporation	BAC	USA	26/04/2022	Elect Director	Elect Director Linda P. Hudson	For	For	A vote FOR the director nominees is warranted.
Bank of America Corporation	BAC	USA	26/04/2022	Elect Director	Elect Director Monica C. Lozano	For	For	A vote FOR the director nominees is warranted.
Bank of America Corporation	BAC	USA	26/04/2022	Elect Director	Elect Director Brian T. Moynihan	For	For	A vote FOR the director nominees is warranted.
Bank of America Corporation	BAC	USA	26/04/2022	Elect Director	Elect Director Lionel L. Nowell, III	For	For	A vote FOR the director nominees is warranted.
Bank of America Corporation	BAC	USA	26/04/2022	Elect Director	Elect Director Denise L. Ramos	For	For	A vote FOR the director nominees is warranted.
Bank of America Corporation	BAC	USA	26/04/2022	Elect Director	Elect Director Clayton S. Rose	For	For	A vote FOR the director nominees is warranted.
Bank of America Corporation	BAC	USA	26/04/2022	Elect Director	Elect Director Michael D. White	For	For	A vote FOR the director nominees is warranted.
Bank of America Corporation	BAC	USA	26/04/2022	Elect Director	Elect Director Thomas D. Woods	For	For	A vote FOR the director nominees is warranted.
Bank of America Corporation	BAC	USA	26/04/2022	Elect Director	Elect Director R. David Yost	For	For	A vote FOR the director nominees is warranted.
Bank of America Corporation	BAC	USA	26/04/2022	Elect Director	Elect Director Maria T. Zuber	For	For	A vote FOR the director nominees is warranted.
Bank of America Corporation	BAC	USA	26/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Annual incentive pay determinations were guided by a wide-ranging performance assessment, but they are ultimately determined discretionally, which raises concern. Further, for consecutive years, financial factors used to assess the CEO's performance scorecard have changed without specific rationale provided. While these issues warrant continued close monitoring, there are sufficient mitigating factors. Specifically, CEO pay and company performance are aligned for the year in review, and the increase in the CEO's incentive awards directionally aligns with the company's improved financial and stock price performance. Further, the CEO's long-term equity incentives are predominantly performance-conditioned with clearly disclosed multi-year goals and a vesting design that has no upside potential. On balance of these factors, a cautious vote FOR this proposal is warranted. A quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of pay program structure.
Bank of America Corporation	BAC	USA	26/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Bank of America Corporation	BAC	USA	26/04/2022	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	For	For	A vote FOR this proposal is warranted, as Delaware courts are considered an appropriate forum for the resolution of internal corporate claims arising under Delaware law.
Bank of America Corporation	BAC	USA	26/04/2022	Miscellaneous -- Environmental & Social Counterproposal	Report on Civil Rights and Nondiscrimination Audit	Against	Against	A vote AGAINST this resolution is warranted, as the company has non-discrimination, non-harassment, and non-retaliation policies in place and provides sufficient information for shareholders to assess any reverse discrimination effect the company's employee programs and training materials may be having.
Bank of America Corporation	BAC	USA	26/04/2022	Report on Climate Change	Adopt Fossil Fuel Lending Policy Consistent with IEA's Net Zero 2050 Scenario	Against	Against	A vote AGAINST this resolution is warranted, due to the company's current commitments to low-carbon economy and expected goal setting.
Bank of America Corporation	BAC	USA	26/04/2022	Charitable Contributions	Report on Charitable Contributions	Against	Against	A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.
Booz Allen Hamilton Holding Corporation	BAH	USA	28/07/2021	Elect Director	Elect Director Horacio D. Rozanski	For	For	A vote FOR the director nominees is warranted.
Booz Allen Hamilton Holding Corporation	BAH	USA	28/07/2021	Elect Director	Elect Director Ian Fujiyama	For	For	A vote FOR the director nominees is warranted.
Booz Allen Hamilton Holding Corporation	BAH	USA	28/07/2021	Elect Director	Elect Director Mark E. Gaumont	For	For	A vote FOR the director nominees is warranted.
Booz Allen Hamilton Holding Corporation	BAH	USA	28/07/2021	Elect Director	Elect Director Gretchen W. McClain	For	For	A vote FOR the director nominees is warranted.
Booz Allen Hamilton Holding Corporation	BAH	USA	28/07/2021	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Booz Allen Hamilton Holding Corporation	BAH	USA	28/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as short-term incentives are based on pre-set financial performance metrics and long-term incentives contribute to be majority performance-based and measured over a multi-year period. Although a concern is noted, pay and performance are reasonably aligned for the year in review.
Bapcor Limited	BAP	Australia	19/10/2021	Elect Director	Elect Margaret Haseltine as Director	For	For	Item 1:A vote FOR the re-election of Margaret Haseltine is warranted. No material issues have been identified regarding her nomination as a director in respect of board and committee composition, nor any wider corporate governance concerns.Item 2:A vote AGAINST the election of Daniel Wallis is warranted given that "he is not endorsed by the board," the company disclosed that it anticipates adding a further independent director in FY22, and "the board identifies potential conflicts of interests given Wallis is a director of a company that is a franchisee of two Autobarn stores.
Bapcor Limited	BAP	Australia	19/10/2021	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	Elect Daniel Benedict Wallis as Director	Against	Against	Item 1:A vote FOR the re-election of Margaret Haseltine is warranted. No material issues have been identified regarding her nomination as a director in respect of board and committee composition, nor any wider corporate governance concerns.Item 2:A vote AGAINST the election of Daniel Wallis is warranted given that "he is not endorsed by the board," the company disclosed that it anticipates adding a further independent director in FY22, and "the board identifies potential conflicts of interests given Wallis is a director of a company that is a franchisee of two Autobarn stores.
Bapcor Limited	BAP	Australia	19/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted. There is no material misalignment between remuneration outcomes, company performance and shareholder interests. While STI bonuses to executives are substantially higher than the prior year, there was nil LTI vesting which is aligned with longer term targets and shareholder outcomes. There is also improved transparency with disclosure of specific and quantified targets in the STI plan and commentary of achievements relative to targets;* no upward discretion for incentive payments;* an introduction of deferral in the STI plan; and* an introduction of minimum shareholder guidelines.
Bapcor Limited	BAP	Australia	19/10/2021	Approve Share Plan Grant	Approve Grant of FY22 Performance Rights to Darryl Abotomey	For	For	A qualified vote FOR the grant of performance units to CEO Darryl Abotomey is warranted on the basis that: " The structure of the LTI grant is consistent with prior years." The performance metrics (relative TSR and EPS CAGR) are consistent with shareholder interests;" Unvested awards will not accrue dividends; and" The performance period of three-years is at the minimum accepted in the Australian market.The qualification is to highlight concerns for" rigor in the EPS CAGR target range of 7.5 percent growth at threshold to 15 percent for maximum vesting, and" the narrow relative TSR peer group.
Bapcor Limited	BAP	Australia	19/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted.* The proposed new constitution includes wording that could permit general meetings to be held by virtual-only means.* While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meetings, and the wording proposed in the amendments may allow this. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders.* It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic. However, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to shareholders in approving this provision at present.* Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
Bapcor Limited	BAP	Australia	19/10/2021	Approve the Spill Resolution	Approve the Spill Resolution	Against	Against	A vote AGAINST this resolution is warranted. This is not considered to be in the best interests of the company or its shareholders at this present time.* The board has taken steps to address many of the shareholder concerns giving rise to the "strikes" against the remuneration report at the 2020 AGM, some of which have already been implemented and others which will be implemented in FY21.* The company has reported improved performance, and good shareholder returns.Continued scrutiny will be required over remuneration matters and disclosure, and corporate governance practices.

Barclays Plc	BARC	United Kingdom	4/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Barclays Plc	BARC	United Kingdom	4/05/2022	Elect Director	Re-elect Mary Francis as Director	For	For	A vote FOR these candidates is considered warranted, as no material concerns have been identified.
Barclays Plc	BARC	United Kingdom	4/05/2022	Elect Director	Re-elect Crawford Gillies as Director	For	For	A vote FOR these candidates is considered warranted, as no material concerns have been identified.
Barclays Plc	BARC	United Kingdom	4/05/2022	Elect Director	Re-elect Brian Gilvary as Director	For	For	A vote FOR these candidates is considered warranted, as no material concerns have been identified.
Barclays Plc	BARC	United Kingdom	4/05/2022	Elect Director	Re-elect Nigel Higgins as Director	For	For	A vote FOR these candidates is considered warranted, as no material concerns have been identified.
Barclays Plc	BARC	United Kingdom	4/05/2022	Elect Director	Re-elect Diane Schueneman as Director	For	For	A vote FOR these candidates is considered warranted, as no material concerns have been identified.
Barclays Plc	BARC	United Kingdom	4/05/2022	Elect Director	Re-elect Julia Wilson as Director	For	For	A vote FOR these candidates is considered warranted, as no material concerns have been identified.
Barclays Plc	BARC	United Kingdom	4/05/2022	Ratify Auditors	Reappoint KPMG LLP as Auditors	For	For	A vote FOR this resolution is considered warranted at this time.
Barclays Plc	BARC	United Kingdom	4/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Board Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Barclays Plc	BARC	United Kingdom	4/05/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Barclays Plc	BARC	United Kingdom	4/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Barclays Plc	BARC	United Kingdom	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted, although it is not without concern for shareholders: * The new CEO's fixed pay level is set at a 12.5% premium to that of his predecessor and is competitively positioned relative to industry peers. * A further 3% increase to the CEO's fixed pay has materially increased his total pay opportunity for FY2022, which now ranks highest against industry peers as a ratio of each companies' median UK workforce. * The termination arrangements in respect of Jes Staley's unvested awards have yet to be finalised. The main reasons for support are: * The circumstances surrounding CS Venkatakrishnan's appointment as CEO are acknowledged, notably that the Company has enacted its succession plan, appointing an internal candidate, whose fixed pay is positioned lower than his fixed pay in his previous role, as Head of Global Markets and Co-President of Barclays Bank plc. * CS Venkatakrishnan's FY2022 fixed pay increase was below the increase granted to UK employees. * Jes Staley's outstanding awards have been suspended by the Remuneration Committee pending an ongoing FCA and PRA investigation. This matter will be kept under close review.
Barclays Plc	BARC	United Kingdom	4/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Barclays Plc	BARC	United Kingdom	4/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Barclays Plc	BARC	United Kingdom	4/05/2022	Approve/Amend Conversion of Securities	Authorise Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes.	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Equity Conversion Notes (ECNs) and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.
Barclays Plc	BARC	United Kingdom	4/05/2022	Approve/Amend Conversion of Securities	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes.	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Equity Conversion Notes (ECNs) and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.
Barclays Plc	BARC	United Kingdom	4/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Barclays Plc	BARC	United Kingdom	4/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Barclays Plc	BARC	United Kingdom	4/05/2022	Management Climate-Related Proposal	Approve Barclays' Climate Strategy, Targets and Progress 2022	Against	Against	VOTE RECOMMENDATION A vote AGAINST this item is warranted given that the does not provide a detailed plan further after 2035 up to 2050, absence of a full net zero by 2050, and does not commit to a regular say-on-climate shareholders' vote. In addition, the company's disclosed targets are not SBTi approved at this time.
Barclays Plc	BARC	United Kingdom	4/05/2022	Elect Director	Elect Coimbatore Venkatakrishnan as Director	For	For	A vote FOR these candidates is considered warranted, as no material concerns have been identified.
Barclays Plc	BARC	United Kingdom	4/05/2022	Elect Director	Elect Robert Berry as Director	For	For	A vote FOR these candidates is considered warranted, as no material concerns have been identified.
Barclays Plc	BARC	United Kingdom	4/05/2022	Elect Director	Elect Anna Cross as Director	For	For	A vote FOR these candidates is considered warranted, as no material concerns have been identified.
Barclays Plc	BARC	United Kingdom	4/05/2022	Elect Director	Re-elect Mike Ashley as Director	For	For	A vote FOR these candidates is considered warranted, as no material concerns have been identified.
Barclays Plc	BARC	United Kingdom	4/05/2022	Elect Director	Re-elect Tim Breedon as Director	For	For	A vote FOR these candidates is considered warranted, as no material concerns have been identified.
Barclays Plc	BARC	United Kingdom	4/05/2022	Elect Director	Re-elect Mohamed A. El-Erian as Director	For	For	A vote FOR these candidates is considered warranted, as no material concerns have been identified.
Barclays Plc	BARC	United Kingdom	4/05/2022	Elect Director	Re-elect Dawn Fitzpatrick as Director	For	For	A vote FOR these candidates is considered warranted, as no material concerns have been identified.
British American Tobacco plc	BATS	United Kingdom	28/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
British American Tobacco plc	BATS	United Kingdom	28/04/2022	Elect Director	Re-elect Karen Guerra as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Luc Jobin are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
British American Tobacco plc	BATS	United Kingdom	28/04/2022	Elect Director	Re-elect Holly Keller Koeppl as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Luc Jobin are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
British American Tobacco plc	BATS	United Kingdom	28/04/2022	Elect Director	Re-elect Savio Kwan as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Luc Jobin are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
British American Tobacco plc	BATS	United Kingdom	28/04/2022	Elect Director	Re-elect Dimitri Panayotopoulos as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Luc Jobin are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
British American Tobacco plc	BATS	United Kingdom	28/04/2022	Elect Director	Re-elect Darrell Thomas as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Luc Jobin are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
British American Tobacco plc	BATS	United Kingdom	28/04/2022	Elect Director	Elect Kandy Anand as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Luc Jobin are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
British American Tobacco plc	BATS	United Kingdom	28/04/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
British American Tobacco plc	BATS	United Kingdom	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
British American Tobacco plc	BATS	United Kingdom	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
British American Tobacco plc	BATS	United Kingdom	28/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
British American Tobacco plc	BATS	United Kingdom	28/04/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR this item is considered warranted as no material concerns have been identified.
British American Tobacco plc	BATS	United Kingdom	28/04/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
British American Tobacco plc	BATS	United Kingdom	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted as no material concerns have been identified.
British American Tobacco plc	BATS	United Kingdom	28/04/2022	Ratify Auditors	Reappoint KPMG LLP as Auditors	For	For	A vote FOR this resolution is considered warranted at this time as no significant concerns have been identified.
British American Tobacco plc	BATS	United Kingdom	28/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
British American Tobacco plc	BATS	United Kingdom	28/04/2022	Elect Director	Re-elect Luc Jobin as Director	Against	Against	Votes AGAINST incumbent Nominating Committee chair Luc Jobin are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
British American Tobacco plc	BATS	United Kingdom	28/04/2022	Elect Director	Re-elect Jack Bowles as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Luc Jobin are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
British American Tobacco plc	BATS	United Kingdom	28/04/2022	Elect Director	Re-elect Tadeu Marroco as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Luc Jobin are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
British American Tobacco plc	BATS	United Kingdom	28/04/2022	Elect Director	Re-elect Sue Farr as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Luc Jobin are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Baxter International Inc.	BAX	USA	3/05/2022	Elect Director	Elect Director Jose (Joe) E. Almeida	For	For	A vote FOR the director nominees is warranted.
Baxter International Inc.	BAX	USA	3/05/2022	Elect Director	Elect Director Thomas F. Chen	For	For	A vote FOR the director nominees is warranted.
Baxter International Inc.	BAX	USA	3/05/2022	Elect Director	Elect Director Peter S. Hellman	For	For	A vote FOR the director nominees is warranted.
Baxter International Inc.	BAX	USA	3/05/2022	Elect Director	Elect Director Michael F. Mahoney	For	For	A vote FOR the director nominees is warranted.
Baxter International Inc.	BAX	USA	3/05/2022	Elect Director	Elect Director Patricia B. Morrison	For	For	A vote FOR the director nominees is warranted.
Baxter International Inc.	BAX	USA	3/05/2022	Elect Director	Elect Director Stephen N. Oesterle	For	For	A vote FOR the director nominees is warranted.
Baxter International Inc.	BAX	USA	3/05/2022	Elect Director	Elect Director Nancy M. Schlichting	For	For	A vote FOR the director nominees is warranted.
Baxter International Inc.	BAX	USA	3/05/2022	Elect Director	Elect Director Cathy R. Smith	For	For	A vote FOR the director nominees is warranted.
Baxter International Inc.	BAX	USA	3/05/2022	Elect Director	Elect Director Albert P.L. Struuckken	For	For	A vote FOR the director nominees is warranted.
Baxter International Inc.	BAX	USA	3/05/2022	Elect Director	Elect Director Amy A. Wendell	For	For	A vote FOR the director nominees is warranted.
Baxter International Inc.	BAX	USA	3/05/2022	Elect Director	Elect Director David S. Wilkes	For	For	A vote FOR the director nominees is warranted.
Baxter International Inc.	BAX	USA	3/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review. Annual incentives were largely based on pre-set objective measures and equity grants remained half performance based.
Baxter International Inc.	BAX	USA	3/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Baxter International Inc.	BAX	USA	3/05/2022	Provide Right to Act by Written Consent	Provide Right to Act by Written Consent	For	For	A vote FOR this proposal is warranted given that the ability to act by written consent would give shareholders an additional means to act on matters between annual meetings.

Baxter International Inc.	BAX	USA	3/05/2022	Amend Right to Call Special Meeting	Reduce Ownership Threshold for Special Shareholder Meetings to 15%	For	For	A vote FOR this binding proposal is warranted, as reducing the ownership threshold to call a special meeting from 25 percent to 15 percent of outstanding shares would enhance shareholder rights.
Baxter International Inc.	BAX	USA	3/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Special Shareholder Meetings to 10%	For	For	A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent (or 15 percent, if item 5 is approved) to 10 percent would improve shareholders' ability to use the special meeting right while the risk of abuse of the right would remain small.
Baxter International Inc. Bayer AG	BAX BAYN	USA Germany	3/05/2022 29/04/2022	Require Independent Board Chairman Approve Financial Statements, Allocation of Income, and Discharge Directors	Require Independent Board Chair Receive Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of EUR 2.00 per Share for Fiscal Year 2021	For For	For For	A vote FOR this proposal is warranted given the importance of having an independent board chair. A vote FOR this resolution is warranted due to a lack of concerns.
Bayer AG	BAYN	Germany	29/04/2022	Approve Discharge of Management Board	Approve Discharge of Management Board for Fiscal Year 2021	For	For	Votes FOR the discharge of the management board and the supervisory board are warranted as there is no evidence that the boards did not fulfill their fiduciary duties in the year under review, though this is not without concerns: " The management board introduced a five-point plan, which allegedly "provides a clear path to closure of the U.S. glyphosate litigation, which will allow our company, our customers, and our shareholders to move on, put the uncertainty behind us, and focus on our performance, innovations, and contributions to society." Nevertheless, this was only introduced in May 2021, leading to concerns that management (and by extension the supervisory board) was too slow in addressing the Monsanto fallout head on and too focused on the litigation rather than allaying the legitimate concerns of its shareholders and of stakeholders worldwide. " The supervisory board made discretionary adjustments to the management board's annual bonus in the year under review, leading to large bonus payouts for management despite ongoing and significant litigation against the company, which may raise legitimate concerns for shareholders.
Bayer AG	BAYN	Germany	29/04/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	Votes FOR the discharge of the management board and the supervisory board are warranted as there is no evidence that the boards did not fulfill their fiduciary duties in the year under review, though this is not without concerns: " The management board introduced a five-point plan, which allegedly "provides a clear path to closure of the U.S. glyphosate litigation, which will allow our company, our customers, and our shareholders to move on, put the uncertainty behind us, and focus on our performance, innovations, and contributions to society." Nevertheless, this was only introduced in May 2021, leading to concerns that management (and by extension the supervisory board) was too slow in addressing the Monsanto fallout head on and too focused on the litigation rather than allaying the legitimate concerns of its shareholders and of stakeholders worldwide. " The supervisory board made discretionary adjustments to the management board's annual bonus in the year under review, leading to large bonus payouts for management despite ongoing and significant litigation against the company, which may raise legitimate concerns for shareholders.
Bayer AG	BAYN	Germany	29/04/2022	Elect Supervisory Board Member	Reelect Paul Achleitner to the Supervisory Board	For	For	Votes FOR the proposed nominees are warranted.
Bayer AG	BAYN	Germany	29/04/2022	Elect Supervisory Board Member	Reelect Norbert Bischofberger to the Supervisory Board	For	For	Votes FOR the proposed nominees are warranted.
Bayer AG	BAYN	Germany	29/04/2022	Elect Supervisory Board Member	Reelect Colleen Goggins to the Supervisory Board	For	For	Votes FOR the proposed nominees are warranted.
Bayer AG	BAYN	Germany	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST this resolution is warranted because: " Discretionary adjustments were made to the short-term incentive components, resulting in payouts that do not accurately reflect company performance. " Legacy contribution-based pension entitlements for certain executives result in pension contributions/service costs that can be considered excessive and are not aligned with the wider workforce or market practice. " Targets and performance metrics under the LTI may not be considered sufficiently challenging due to the possibility of below peer median vesting.
Bayer AG	BAYN	Germany	29/04/2022	Approve Affiliation Agreements with Subsidiaries	Approve Affiliation Agreement with Bayer Chemicals GmbH	For	For	A vote FOR this proposal is warranted.
Bayer AG	BAYN	Germany	29/04/2022	Ratify Auditors	Ratify Deloitte GmbH as Auditors for Fiscal Year 2022	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Approve Reduction in Share Capital	Approve Cancellation of Treasury Shares and Amend Article 6 Accordingly	For	For	A vote FOR this request is warranted because:" The company has provided the detailed text of the proposed changes; and" The cancellation of treasury shares is neutral in economic terms and positive in terms of transparency.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Authorize Capitalization of Reserves for Bonus Issue and Amend Article 6 Accordingly	For	For	A vote FOR this capitalization of reserves is warranted because:" This represents a standard account transfer;" There is no dilution to shareholders; and" Dilution is not a problem when capital is increased via a bonus issue.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles 7 and 24	For	For	A vote FOR these requests is warranted because:" The company has provided the full text of the proposed changes; and" The proposed amendments appear to be administrative in nature and neutral-to-positive to shareholder value.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Article 9	For	For	A vote FOR these requests is warranted because:" The company has provided the full text of the proposed changes; and" The proposed amendments appear to be administrative in nature and neutral-to-positive to shareholder value.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Article 22	For	For	A vote FOR these requests is warranted because:" The company has provided the full text of the proposed changes; and" The proposed amendments appear to be administrative in nature and neutral-to-positive to shareholder value.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Approve Director/Officer Liability and Indemnification	Add Article 29 Re: Indemnity Provision	Against	Against	A vote AGAINST this request is warranted because the company seeks shareholder approval to include a broad statutory provision granting board authority to establish indemnity contracts covering a potentially large number of beneficiaries, potentially including non-employees of the company, in the absence of key information, such as the mechanisms to address the potential conflict of interest, the detailed scope of coverage, including whether indemnity coverage would apply in the event of a potential plea deal agreement signed by company's administrators.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Company-Specific Compensation-Related	Approve the Additional Value Generation Program of the Bradesco Organization	Against	Against	A vote AGAINST this request is warranted because, although the proposal of a stock purchase program appears to be positive in principle, the company's proposal states that the board will have the discretion to set the terms and conditions of such program and does not provide sufficient transparency for shareholders to make an informed voting decision regarding such equity-based program.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2021	For	For	A vote FOR this routine proposal is warranted because:" Audited financials are available and there are no independent auditor qualifications; and" There are no known concerns regarding the company's financial statements or audit procedures.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Ivanyra Maura de Medeiros Correa as Fiscal Council Member and Eduardo Badyr Donni as Alternate Appointed by Minority Shareholder	For	For	A vote FOR this item is warranted because:" The names of the fiscal council nominee and alternate appointed by minority shareholders have been disclosed;" There is no indication of competing minority nominees; and" There are no known concerns regarding the proposed minority nominees.Institutional shareholders should provide explicit voting instructions if they seek to elect a specific candidate.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Remuneration of Company's Management	For	For	A vote FOR this item is warranted because the company has provided reasonable disclosure of its remuneration practices, in accordance with the requirements of the Brazilian Securities Regulator, including the total compensation of its highest-paid executive.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Appoint Internal Statutory Auditors (Bundled) [and Approve Auditors' Remuneration]	Approve Remuneration of Fiscal Council Members	For	For	A vote FOR this item is warranted because:" There are no known concerns regarding the company's fiscal council; and" The company has disclosed the proposed remuneration.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends	For	For	A vote FOR this item is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Fix Number of Directors and/or Auditors	Fix Number of Directors at 11	For	For	A vote FOR this administrative request is warranted.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Adopt Cumulative Voting for the Election of the Members of the Board of Directors at this Meeting	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies.ABSTAIN vote recommendations are warranted for Items 4, 6 and 7.1-7.11 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Elect Director	Elect Luiz Carlos Trabuco Cappi as Director	For	For	A vote AGAINST non-independent director incumbent director nominees Rubens Aguiar Alvarez, Denise Aguiar Alvarez, Denise Aguiar Alvarez, Mauricio Machado de Minas, Alexandre da Silva Gluher, Carlos Alberto Rodrigues Guilherme, Milton Matsumoto and new nominee Denise Pauli Pavarina is recommended in light of the proposed board's overall lack of independence.A vote FOR independent director nominees Walter Luis Bernardes Albertoni, Paulo Roberto Simoes da Cunha and Samuel Monteiro dos Santos Junior is warranted given that it would be counter-productive to oppose independent director nominees.A vote FOR incumbent chair nominee Luiz Carlos Trabuco Cappi is recommended given the lack of known concerns regarding the board chair.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Elect Director	Elect Paulo Roberto Simoes da Cunha as Independent Director	For	For	A vote AGAINST non-independent director incumbent director nominees Rubens Aguiar Alvarez, Denise Aguiar Alvarez, Denise Aguiar Alvarez, Mauricio Machado de Minas, Alexandre da Silva Gluher, Carlos Alberto Rodrigues Guilherme, Milton Matsumoto and new nominee Denise Pauli Pavarina is recommended in light of the proposed board's overall lack of independence.A vote FOR independent director nominees Walter Luis Bernardes Albertoni, Paulo Roberto Simoes da Cunha and Samuel Monteiro dos Santos Junior is warranted given that it would be counter-productive to oppose independent director nominees.A vote FOR incumbent chair nominee Luiz Carlos Trabuco Cappi is recommended given the lack of known concerns regarding the board chair.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Elect Director	Elect Denise Pauli Pavarina as Independent Director	Against	Against	A vote AGAINST non-independent director incumbent director nominees Rubens Aguiar Alvarez, Denise Aguiar Alvarez, Denise Aguiar Alvarez, Mauricio Machado de Minas, Alexandre da Silva Gluher, Carlos Alberto Rodrigues Guilherme, Milton Matsumoto and new nominee Denise Pauli Pavarina is recommended in light of the proposed board's overall lack of independence.A vote FOR independent director nominees Walter Luis Bernardes Albertoni, Paulo Roberto Simoes da Cunha and Samuel Monteiro dos Santos Junior is warranted given that it would be counter-productive to oppose independent director nominees.A vote FOR incumbent chair nominee Luiz Carlos Trabuco Cappi is recommended given the lack of known concerns regarding the board chair.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Elect Director	Elect Carlos Alberto Rodrigues Guilherme as Director	Against	Against	A vote AGAINST non-independent director incumbent director nominees Rubens Aguiar Alvarez, Denise Aguiar Alvarez, Denise Aguiar Alvarez, Mauricio Machado de Minas, Alexandre da Silva Gluher, Carlos Alberto Rodrigues Guilherme, Milton Matsumoto and new nominee Denise Pauli Pavarina is recommended in light of the proposed board's overall lack of independence.A vote FOR independent director nominees Walter Luis Bernardes Albertoni, Paulo Roberto Simoes da Cunha and Samuel Monteiro dos Santos Junior is warranted given that it would be counter-productive to oppose independent director nominees.A vote FOR incumbent chair nominee Luiz Carlos Trabuco Cappi is recommended given the lack of known concerns regarding the board chair.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Elect Director	Elect Denise Aguiar Alvarez as Director	Against	Against	A vote AGAINST non-independent director incumbent director nominees Rubens Aguiar Alvarez, Denise Aguiar Alvarez, Denise Aguiar Alvarez, Mauricio Machado de Minas, Alexandre da Silva Gluher, Carlos Alberto Rodrigues Guilherme, Milton Matsumoto and new nominee Denise Pauli Pavarina is recommended in light of the proposed board's overall lack of independence.A vote FOR independent director nominees Walter Luis Bernardes Albertoni, Paulo Roberto Simoes da Cunha and Samuel Monteiro dos Santos Junior is warranted given that it would be counter-productive to oppose independent director nominees.A vote FOR incumbent chair nominee Luiz Carlos Trabuco Cappi is recommended given the lack of known concerns regarding the board chair.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Elect Director	Elect Milton Matsumoto as Director	Against	Against	A vote AGAINST non-independent director incumbent director nominees Rubens Aguiar Alvarez, Denise Aguiar Alvarez, Denise Aguiar Alvarez, Mauricio Machado de Minas, Alexandre da Silva Gluher, Carlos Alberto Rodrigues Guilherme, Milton Matsumoto and new nominee Denise Pauli Pavarina is recommended in light of the proposed board's overall lack of independence.A vote FOR independent director nominees Walter Luis Bernardes Albertoni, Paulo Roberto Simoes da Cunha and Samuel Monteiro dos Santos Junior is warranted given that it would be counter-productive to oppose independent director nominees.A vote FOR incumbent chair nominee Luiz Carlos Trabuco Cappi is recommended given the lack of known concerns regarding the board chair.

Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Elect Director	Elect Alexandre da Silva Gluher as Director	Against	Against	A vote AGAINST non-independent director incumbent director nominees Rubens Aguiar Alvarez, Denise Aguiar Alvarez, Mauricio Machado de Minas, Alexandre da Silva Gluher, Carlos Alberto Rodrigues Guilherme, Milton Matsumoto and new nominee Denise Pauli Pavarina is recommended in light of the proposed board's overall lack of independence.A vote FOR independent director nominees Walter Luis Bernardes Albertoni, Paulo Roberto Simoes da Cunha and Samuel Monteiro dos Santos Junior is warranted given that it would be counter-productive to oppose independent director nominees.A vote FOR incumbent chair nominee Luiz Carlos Trabuco Cappi is recommended given the lack of known concerns regarding the board chair.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Elect Director	Elect Mauricio Machado de Minas as Director	Against	Against	A vote AGAINST non-independent director incumbent director nominees Rubens Aguiar Alvarez, Denise Aguiar Alvarez, Mauricio Machado de Minas, Alexandre da Silva Gluher, Carlos Alberto Rodrigues Guilherme, Milton Matsumoto and new nominee Denise Pauli Pavarina is recommended in light of the proposed board's overall lack of independence.A vote FOR independent director nominees Walter Luis Bernardes Albertoni, Paulo Roberto Simoes da Cunha and Samuel Monteiro dos Santos Junior is warranted given that it would be counter-productive to oppose independent director nominees.A vote FOR incumbent chair nominee Luiz Carlos Trabuco Cappi is recommended given the lack of known concerns regarding the board chair.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Elect Director	Elect Rubens Aguiar Alvarez as Director	Against	Against	A vote AGAINST non-independent director incumbent director nominees Rubens Aguiar Alvarez, Denise Aguiar Alvarez, Mauricio Machado de Minas, Alexandre da Silva Gluher, Carlos Alberto Rodrigues Guilherme, Milton Matsumoto and new nominee Denise Pauli Pavarina is recommended in light of the proposed board's overall lack of independence.A vote FOR independent director nominees Walter Luis Bernardes Albertoni, Paulo Roberto Simoes da Cunha and Samuel Monteiro dos Santos Junior is warranted given that it would be counter-productive to oppose independent director nominees.A vote FOR incumbent chair nominee Luiz Carlos Trabuco Cappi is recommended given the lack of known concerns regarding the board chair.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Elect Director	Elect Samuel Monteiro dos Santos Junior as Independent Director	For	For	A vote AGAINST non-independent director incumbent director nominees Rubens Aguiar Alvarez, Denise Aguiar Alvarez, Mauricio Machado de Minas, Alexandre da Silva Gluher, Carlos Alberto Rodrigues Guilherme, Milton Matsumoto and new nominee Denise Pauli Pavarina is recommended in light of the proposed board's overall lack of independence.A vote FOR independent director nominees Walter Luis Bernardes Albertoni, Paulo Roberto Simoes da Cunha and Samuel Monteiro dos Santos Junior is warranted given that it would be counter-productive to oppose independent director nominees.A vote FOR incumbent chair nominee Luiz Carlos Trabuco Cappi is recommended given the lack of known concerns regarding the board chair.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Elect Director	Elect Walter Luis Bernardes Albertoni as Independent Director	For	For	A vote AGAINST non-independent director incumbent director nominees Rubens Aguiar Alvarez, Denise Aguiar Alvarez, Mauricio Machado de Minas, Alexandre da Silva Gluher, Carlos Alberto Rodrigues Guilherme, Milton Matsumoto and new nominee Denise Pauli Pavarina is recommended in light of the proposed board's overall lack of independence.A vote FOR independent director nominees Walter Luis Bernardes Albertoni, Paulo Roberto Simoes da Cunha and Samuel Monteiro dos Santos Junior is warranted given that it would be counter-productive to oppose independent director nominees.A vote FOR incumbent chair nominee Luiz Carlos Trabuco Cappi is recommended given the lack of known concerns regarding the board chair.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes to All Nominees in the State? OR In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes for Each Supported Nominee?	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies.ABSTAIN vote recommendations are warranted for Items 4, 6 and 7.1-7.11 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Luiz Carlos Trabuco Cappi as Director	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies.ABSTAIN vote recommendations are warranted for Items 4, 6 and 7.1-7.11 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Paulo Roberto Simoes da Cunha as Independent Director	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies.ABSTAIN vote recommendations are warranted for Items 4, 6 and 7.1-7.11 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Denise Pauli Pavarina as Independent Director	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies.ABSTAIN vote recommendations are warranted for Items 4, 6 and 7.1-7.11 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Carlos Alberto Rodrigues Guilherme as Director	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies.ABSTAIN vote recommendations are warranted for Items 4, 6 and 7.1-7.11 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Denise Aguiar Alvarez as Director	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies.ABSTAIN vote recommendations are warranted for Items 4, 6 and 7.1-7.11 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Milton Matsumoto as Director	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies.ABSTAIN vote recommendations are warranted for Items 4, 6 and 7.1-7.11 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Alexandre da Silva Gluher as Director	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies.ABSTAIN vote recommendations are warranted for Items 4, 6 and 7.1-7.11 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Mauricio Machado de Minas as Director	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies.ABSTAIN vote recommendations are warranted for Items 4, 6 and 7.1-7.11 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Rubens Aguiar Alvarez as Director	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies.ABSTAIN vote recommendations are warranted for Items 4, 6 and 7.1-7.11 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Samuel Monteiro dos Santos Junior as Independent Director	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies.ABSTAIN vote recommendations are warranted for Items 4, 6 and 7.1-7.11 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Walter Luis Bernardes Albertoni as Independent Director	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies.ABSTAIN vote recommendations are warranted for Items 4, 6 and 7.1-7.11 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Fiscal Council Members	Abstain	Abstain	An ABSTAIN vote recommendation is warranted for the management's fiscal council nominees to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidate, as further discussed under Item 10 of this meeting agenda.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Against	Against	A vote AGAINST this request is warranted because lack of timely disclosure prevents international institutional investors from making an informed voting decision.
Banco Bradesco SA	BBDC4	Brazil	10/03/2022	Appoint Internal Statutory Auditor(s) Nominated by Preferred Shareholders [and Approve Auditor's/Auditors' Remuneration]	Elect Cristiana Pereira as Fiscal Council Member and Ava Cohn as Alternate Appointed by Preferred Shareholder	For	For	A vote FOR this item is warranted because:" The names of the fiscal council nominee and alternate appointed by minority preferred shareholders have been disclosed;" There is no indication of competing minority preferred nominees; and" There are no known concerns regarding the proposed minority nominees.
Banco Bilbao Vizcaya Argentaria SA	BBVA	Spain	17/03/2022	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated and Standalone Financial Statements	For	For	A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Banco Bilbao Vizcaya Argentaria SA	BBVA	Spain	17/03/2022	Accept/Approve Corporate Social Responsibility Report	Approve Non-Financial Information Statement	For	For	A vote FOR this item is warranted due to a lack of specific concern about the non-financial information reported by the company.
Banco Bilbao Vizcaya Argentaria SA	BBVA	Spain	17/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends	For	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.

Banco Bilbao Vizcaya Argentaria SA	BBVA	Spain	17/03/2022	Approve Discharge of Board and President	Approve Discharge of Board	For	For	A vote FOR this resolution is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties in FY2020.For the fourth consecutive year, the spying probe remains a cause for concern, although there are no evidences that the board has not fulfilled its fiduciary duties at this time.
Banco Bilbao Vizcaya Argentaria SA	BBVA	Spain	17/03/2022	Authorize Board to Ratify and Execute Approved Resolutions	Authorize Board to Ratify and Execute Approved Resolutions	For	For	A vote FOR this standard resolution is warranted as it provides the board with the means to carry out the agreements validly adopted by the general meeting.
Banco Bilbao Vizcaya Argentaria SA	BBVA	Spain	17/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote on Remuneration Report	For	For	A vote FOR this item is warranted in view of the company's disclosure and overall pay practices.However, this is not without the following concerns: " The company has not implemented any long-term incentive plan, strictly speaking, and, since 2021, only 60 percent of deferred variable pay (instead of 100 percent previously) may be reduced if some board-determined milestones are not met. The foregoing makes the long-term outlook of executive variable remuneration weaker." Save for the relative TSR component, the board-determined thresholds under the 2018 deferred variable pay scheme were unlikely to lead to any reduction in this deferred remuneration." The board amended the remuneration package of the executive chairman last year to increase the at risk, performance-based share in his total pay. Nonetheless, his 2021 total pay is 3.23 times the median of the bank's peers.
Banco Bilbao Vizcaya Argentaria SA	BBVA	Spain	17/03/2022	Approve Dividends	Approve Dividends	For	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Banco Bilbao Vizcaya Argentaria SA	BBVA	Spain	17/03/2022	Elect Director	Reelect Carlos Torres Vila as Director	For	For	A vote FOR the reelection of executive chairman Torres Vila under Item 3.1 is warranted, as the board complies with the 50 percent independence guideline for Spain-incorporated, widely held companies.A vote FOR Item 3.2 is warranted due to a lack of concerns about the CEO nominee.A vote FOR Item 3.3 is warranted due to a lack of concerns regarding independent director nominee Hedegaard.
Banco Bilbao Vizcaya Argentaria SA	BBVA	Spain	17/03/2022	Elect Director	Reelect Onur Genc as Director	For	For	A vote FOR the reelection of executive chairman Torres Vila under Item 3.1 is warranted, as the board complies with the 50 percent independence guideline for Spain-incorporated, widely held companies.A vote FOR Item 3.2 is warranted due to a lack of concerns about the CEO nominee.A vote FOR Item 3.3 is warranted due to a lack of concerns regarding independent director nominee Hedegaard.
Banco Bilbao Vizcaya Argentaria SA	BBVA	Spain	17/03/2022	Elect Director	Elect Connie Hedegaard Koksang as Director	For	For	A vote FOR the reelection of executive chairman Torres Vila under Item 3.1 is warranted, as the board complies with the 50 percent independence guideline for Spain-incorporated, widely held companies.A vote FOR Item 3.2 is warranted due to a lack of concerns about the CEO nominee.A vote FOR Item 3.3 is warranted due to a lack of concerns regarding independent director nominee Hedegaard.
Banco Bilbao Vizcaya Argentaria SA	BBVA	Spain	17/03/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	For	For	A vote FOR these items is warranted, as the requests comply with the 10 percent guideline for non-rights issue.
Banco Bilbao Vizcaya Argentaria SA	BBVA	Spain	17/03/2022	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 6 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	For	For	A vote FOR these items is warranted, as the requests comply with the 10 percent guideline for non-rights issue.
Banco Bilbao Vizcaya Argentaria SA	BBVA	Spain	17/03/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	A vote FOR the share repurchase mandate is warranted as the volume and duration provisions are within recommended limits and there are no concerns over the company's use of past mandates.
Banco Bilbao Vizcaya Argentaria SA	BBVA	Spain	17/03/2022	Approve Reduction in Share Capital	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	For	A vote FOR this item is warranted as it facilitates the return of capital to shareholders and may improve the efficiency of the balance sheet, which may also enhance returns over the long term.
Banco Bilbao Vizcaya Argentaria SA	BBVA	Spain	17/03/2022	Fix Maximum Variable Compensation Ratio	Fix Maximum Variable Compensation Ratio	For	For	A FOR this item is warranted because the 200 percent cap enables the company to compete on equal footing with regard to attracting, rewarding, and retaining professional talents.However, this is not without the following concerns: " Except in 2020, when management waived their variable compensation in view of the Covid-19 pandemic, pay-for-performance concerns have been a recurring issue in this company." The deferred component of variable remuneration is subject to performance targets that do not appear sufficiently challenging.
Banco Bilbao Vizcaya Argentaria SA	BBVA	Spain	17/03/2022	Ratify Auditors	Appoint Ernst & Young as Auditor	For	For	A vote FOR this proposal is warranted, as there are no concerns regarding this proposal.
Bath & Body Works, Inc.	BBWI	USA	12/05/2022	Elect Director	Elect Director Patricia S. Bellinger	For	For	A vote FOR the director nominees is warranted.
Bath & Body Works, Inc.	BBWI	USA	12/05/2022	Elect Director	Elect Director Alessandro Bogliolo	For	For	A vote FOR the director nominees is warranted.
Bath & Body Works, Inc.	BBWI	USA	12/05/2022	Elect Director	Elect Director Francis A. Hondal	For	For	A vote FOR the director nominees is warranted.
Bath & Body Works, Inc.	BBWI	USA	12/05/2022	Elect Director	Elect Director Danielle M. Lee	For	For	A vote FOR the director nominees is warranted.
Bath & Body Works, Inc.	BBWI	USA	12/05/2022	Elect Director	Elect Director Michael G. Morris	For	For	A vote FOR the director nominees is warranted.
Bath & Body Works, Inc.	BBWI	USA	12/05/2022	Elect Director	Elect Director Sarah E. Nash	For	For	A vote FOR the director nominees is warranted.
Bath & Body Works, Inc.	BBWI	USA	12/05/2022	Elect Director	Elect Director Juan Rajlin	For	For	A vote FOR the director nominees is warranted.
Bath & Body Works, Inc.	BBWI	USA	12/05/2022	Elect Director	Elect Director Stephen D. Steinhour	For	For	A vote FOR the director nominees is warranted.
Bath & Body Works, Inc.	BBWI	USA	12/05/2022	Elect Director	Elect Director J.K. Symanczyk	For	For	A vote FOR the director nominees is warranted.
Bath & Body Works, Inc.	BBWI	USA	12/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. However, shareholders should continue to closely monitor future CEO pay decisions following the recent separation and appointment of an interim CEO.
Bath & Body Works, Inc.	BBWI	USA	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. However, shareholders should continue to closely monitor future CEO pay decisions following the recent separation and appointment of an interim CEO.
Bath & Body Works, Inc.	BBWI	USA	12/05/2022	Approve Qualified Employee Stock Purchase Plan	Approve Qualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted given that: " The purchase price is reasonable; " The number of shares reserved is reasonable; and " The offering period is within the limits prescribed by Section 432 of the Internal Revenue Code
Bath & Body Works, Inc.	BBWI	USA	12/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 25 percent to 10 percent would enhance shareholders' rights.
Best Buy Co., Inc.	BBY	USA	9/06/2022	Elect Director	Elect Director Corie S. Barry	For	For	A vote FOR the director nominees is warranted.
Best Buy Co., Inc.	BBY	USA	9/06/2022	Elect Director	Elect Director Lisa M. Caputo	For	For	A vote FOR the director nominees is warranted.
Best Buy Co., Inc.	BBY	USA	9/06/2022	Elect Director	Elect Director J. Patrick Doyle	For	For	A vote FOR the director nominees is warranted.
Best Buy Co., Inc.	BBY	USA	9/06/2022	Elect Director	Elect Director David W. Kenny	For	For	A vote FOR the director nominees is warranted.
Best Buy Co., Inc.	BBY	USA	9/06/2022	Elect Director	Elect Director Mario J. Marte	For	For	A vote FOR the director nominees is warranted.
Best Buy Co., Inc.	BBY	USA	9/06/2022	Elect Director	Elect Director Karen A. McLoughlin	For	For	A vote FOR the director nominees is warranted.
Best Buy Co., Inc.	BBY	USA	9/06/2022	Elect Director	Elect Director Thomas L. "Tommy" Millner	For	For	A vote FOR the director nominees is warranted.
Best Buy Co., Inc.	BBY	USA	9/06/2022	Elect Director	Elect Director Claudia F. Munca	For	For	A vote FOR the director nominees is warranted.
Best Buy Co., Inc.	BBY	USA	9/06/2022	Elect Director	Elect Director Richelle P. Prahman	For	For	A vote FOR the director nominees is warranted.
Best Buy Co., Inc.	BBY	USA	9/06/2022	Elect Director	Elect Director Steven E. Rendle	For	For	A vote FOR the director nominees is warranted.
Best Buy Co., Inc.	BBY	USA	9/06/2022	Elect Director	Elect Director Eugene A. Woods	For	For	A vote FOR the director nominees is warranted.
Best Buy Co., Inc.	BBY	USA	9/06/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Best Buy Co., Inc.	BBY	USA	9/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although there are structural concerns with the LTI design, a vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.
Barratt Developments Plc	BDEV	United Kingdom	13/10/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Barratt Developments Plc	BDEV	United Kingdom	13/10/2021	Elect Director	Re-elect Jock Lennox as Director	For	For	A vote FOR the election/re-election of Katie Bickerstaffe, Chris Weston, John Allan, David Thomas, Steven Boyes, Nina Bibby, Jock Lennox, and Sharon White is warranted as no significant concerns have been identified.
Barratt Developments Plc	BDEV	United Kingdom	13/10/2021	Elect Director	Re-elect Sharon White as Director	For	For	A vote FOR the election/re-election of Katie Bickerstaffe, Chris Weston, John Allan, David Thomas, Steven Boyes, Nina Bibby, Jock Lennox, and Sharon White is warranted as no significant concerns have been identified.
Barratt Developments Plc	BDEV	United Kingdom	13/10/2021	Ratify Auditors	Reappoint Deloitte LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Barratt Developments Plc	BDEV	United Kingdom	13/10/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Barratt Developments Plc	BDEV	United Kingdom	13/10/2021	Approve Political Donations	Authorise EU Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Barratt Developments Plc	BDEV	United Kingdom	13/10/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Increase to the Annual Aggregate Limit on Directors' Fees	For	For	A vote FOR this resolution is warranted because no significant concerns have been identified.
Barratt Developments Plc	BDEV	United Kingdom	13/10/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Barratt Developments Plc	BDEV	United Kingdom	13/10/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Barratt Developments Plc	BDEV	United Kingdom	13/10/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Barratt Developments Plc	BDEV	United Kingdom	13/10/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Barratt Developments Plc	BDEV	United Kingdom	13/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted but not without concerns because:" Mike Scott's, incoming CFO, annual base salary will be set at GBP 480,000 which represents a premium of c. 13.7% over his predecessor's last salary and c. 20% over his current base salary.The main reasons for support are:" His date of appointment is yet to be finalised, and the Company has provided an explanation for his salary level during engagement; and" No other concerns have been identified.
Barratt Developments Plc	BDEV	United Kingdom	13/10/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Barratt Developments Plc	BDEV	United Kingdom	13/10/2021	Elect Director	Elect Katie Bickerstaffe as Director	For	For	A vote FOR the election/re-election of Katie Bickerstaffe, Chris Weston, John Allan, David Thomas, Steven Boyes, Nina Bibby, Jock Lennox, and Sharon White is warranted as no significant concerns have been identified.
Barratt Developments Plc	BDEV	United Kingdom	13/10/2021	Elect Director	Elect Chris Weston as Director	For	For	A vote FOR the election/re-election of Katie Bickerstaffe, Chris Weston, John Allan, David Thomas, Steven Boyes, Nina Bibby, Jock Lennox, and Sharon White is warranted as no significant concerns have been identified.
Barratt Developments Plc	BDEV	United Kingdom	13/10/2021	Elect Director	Re-elect John Allan as Director	For	For	A vote FOR the election/re-election of Katie Bickerstaffe, Chris Weston, John Allan, David Thomas, Steven Boyes, Nina Bibby, Jock Lennox, and Sharon White is warranted as no significant concerns have been identified.
Barratt Developments Plc	BDEV	United Kingdom	13/10/2021	Elect Director	Re-elect David Thomas as Director	For	For	A vote FOR the election/re-election of Katie Bickerstaffe, Chris Weston, John Allan, David Thomas, Steven Boyes, Nina Bibby, Jock Lennox, and Sharon White is warranted as no significant concerns have been identified.
Barratt Developments Plc	BDEV	United Kingdom	13/10/2021	Elect Director	Re-elect Steven Boyes as Director	For	For	A vote FOR the election/re-election of Katie Bickerstaffe, Chris Weston, John Allan, David Thomas, Steven Boyes, Nina Bibby, Jock Lennox, and Sharon White is warranted as no significant concerns have been identified.

Barratt Developments Plc	BDEV	United Kingdom	13/10/2021	Elect Director	Re-elect Nina Bibby as Director	For	For	A vote FOR the election/re-election of Katie Bickerstaffe, Chris Weston, John Allan, David Thomas, Steven Boyes, Nina Bibby, Jock Lennox, and Sharon White is warranted as no significant concerns have been identified.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Elect Director	Elect Director Catherine M. Burzik	For	For	A vote FOR the director nominees is warranted.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Elect Director	Elect Director Claire Pomeroy	For	For	A vote FOR the director nominees is warranted.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Elect Director	Elect Director Timothy M. Ring	For	For	A vote FOR the director nominees is warranted.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Elect Director	Elect Director Bertram L. Scott	For	For	A vote FOR the director nominees is warranted.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Elect Director	Elect Director Carrie L. Byington	For	For	A vote FOR the director nominees is warranted.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Elect Director	Elect Director R. Andrew Eckert	For	For	A vote FOR the director nominees is warranted.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Elect Director	Elect Director Claire M. Fraser	For	For	A vote FOR the director nominees is warranted.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Elect Director	Elect Director Jeffrey W. Henderson	For	For	A vote FOR the director nominees is warranted.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Elect Director	Elect Director Christopher Jones	For	For	A vote FOR the director nominees is warranted.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Elect Director	Elect Director Marshall O. Larsen	For	For	A vote FOR the director nominees is warranted.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Elect Director	Elect Director David F. Melcher	For	For	A vote FOR the director nominees is warranted.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Elect Director	Elect Director Thomas E. Polen	For	For	A vote FOR the director nominees is warranted.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution, as the committee demonstrated adequate responsiveness to shareholder concerns following last year's low say-on-pay vote result. Shareholders' primary concern related to the granting of supplemental awards to certain employees, not including the CEO, to address the lost value of previously granted performance shares. In response, the committee states that it will only consider making similar awards under exceptional circumstances after first consulting with its larger shareholders. However, it remains unclear from this disclosure what may be considered as an exceptional circumstance, or how frequently the committee would consider making one-time awards, and continued close monitoring of equity grant practices is warranted.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as a lower threshold would enhance the current shareholder right to call special meetings.
KE Holdings, Inc.	BEKE	Cayman Islands	8/11/2021	Company Specific - Equity Related	Approve Reclassification of Shares of Common Stock	Against	Against	A vote AGAINST this proposal is warranted given the absence of a disclosed rationale or compelling reason for the proposed redesignation of shares and because the proposed change could further perpetuate a multi-class capital structure with disparate voting rights.
KE Holdings, Inc.	BEKE	Cayman Islands	8/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles of Association of the Company	For	For	A vote FOR this proposal is warranted in the absence of significant concerns.
Bendigo and Adelaide Bank Limited	BEN	Australia	9/11/2021	Elect Director	Elect Vicki Carter as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.
Bendigo and Adelaide Bank Limited	BEN	Australia	9/11/2021	Elect Director	Elect Richard Deutsch as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.
Bendigo and Adelaide Bank Limited	BEN	Australia	9/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted given that no material misalignment between pay, performance and shareholder outcomes has been identified for the period under review. The qualification reflects ongoing concerns as follows: "Fixed remuneration for the CEO, including the deferred equity, and Chairman fees are well above median." "Poor disclosure of targets in loan-funded share plan which allows for cliff vesting, and" "Full vesting of Customer Satisfaction performance measures in prior year LTI grants have occurred whereas shareholder returns have been less than median and managing customer satisfaction is considered to be part of senior executive 'day job' not necessitating additional bonus payments.
Bendigo and Adelaide Bank Limited	BEN	Australia	9/11/2021	Approve Share Plan Grant	Approve Issuance of Shares to Marnie Baker	For	For	A vote FOR the grant of long-term incentive awards is warranted.* The award replaces the previous STI and LTI structure and made in the form of loan-funded shares with a non-recourse loan and performance rights.* Vesting and performance conditions appear to be appropriately aligned with improved shareholder interests and quantum is in line with market.Concerns include the absence of clear and specific disclosure of targets for the loan-funded shares and the false choice given to shareholders should they not approve these resolutions. This compares with clear disclosure of a relative TSR performance measure for vesting of performance rights.
Bendigo and Adelaide Bank Limited	BEN	Australia	9/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Marnie Baker	For	For	A vote FOR the grant of long-term incentive awards is warranted.* The award replaces the previous STI and LTI structure and made in the form of loan-funded shares with a non-recourse loan and performance rights.* Vesting and performance conditions appear to be appropriately aligned with improved shareholder interests and quantum is in line with market.Concerns include the absence of clear and specific disclosure of targets for the loan-funded shares and the false choice given to shareholders should they not approve these resolutions. This compares with clear disclosure of a relative TSR performance measure for vesting of performance rights.
Bendigo and Adelaide Bank Limited	BEN	Australia	9/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Bank's Constitution	For	For	A vote FOR the adoption of the amended constitution, as revised on 11 October 2021, is warranted. This is a bundled resolution that includes a number of administrative, governance and legislative amendments. The company announced on 11 October 2021 that the Board determined to withdraw the proposed amendments to the Constitution relating to virtual meetings.The amendments include proportional takeover provisions which warrant support on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Franklin Resources, Inc.	BEN	USA	23/02/2022	Elect Director	Elect Director Mariann Byenwaller	For	For	A vote FOR the director nominees is warranted.
Franklin Resources, Inc.	BEN	USA	23/02/2022	Elect Director	Elect Director Alexander S. Friedman	For	For	A vote FOR the director nominees is warranted.
Franklin Resources, Inc.	BEN	USA	23/02/2022	Elect Director	Elect Director Gregory E. Johnson	For	For	A vote FOR the director nominees is warranted.
Franklin Resources, Inc.	BEN	USA	23/02/2022	Elect Director	Elect Director Jennifer M. Johnson	For	For	A vote FOR the director nominees is warranted.
Franklin Resources, Inc.	BEN	USA	23/02/2022	Elect Director	Elect Director Rupert H. Johnson, Jr.	For	For	A vote FOR the director nominees is warranted.
Franklin Resources, Inc.	BEN	USA	23/02/2022	Elect Director	Elect Director John Y. Kim	For	For	A vote FOR the director nominees is warranted.
Franklin Resources, Inc.	BEN	USA	23/02/2022	Elect Director	Elect Director Karen M. King	For	For	A vote FOR the director nominees is warranted.
Franklin Resources, Inc.	BEN	USA	23/02/2022	Elect Director	Elect Director Anthony J. Noto	For	For	A vote FOR the director nominees is warranted.
Franklin Resources, Inc.	BEN	USA	23/02/2022	Elect Director	Elect Director John W. Thiel	For	For	A vote FOR the director nominees is warranted.
Franklin Resources, Inc.	BEN	USA	23/02/2022	Elect Director	Elect Director Seth H. Waugh	For	For	A vote FOR the director nominees is warranted.
Franklin Resources, Inc.	BEN	USA	23/02/2022	Elect Director	Elect Director Geoffrey Y. Yang	For	For	A vote FOR the director nominees is warranted.
Franklin Resources, Inc.	BEN	USA	23/02/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Bega Cheese Limited	BGA	Australia	26/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this proposal is warranted. No material disconnect between pay and performance and shareholder outcomes has been observed.* Quantitative pay for performance analysis indicates a low level of concern for misalignment, and* CEO fixed remuneration, STI bonuses, LTIs and NED fees are not excessive or problematic at this time. There are concerns regarding "large fixed remuneration increases to the CEO and executive chairman in FY21 and as announced for the CEO and CFO to take place in 2022," "poor and inferior disclosure of targets in the STI, being inconsistent with better practices in the local market and shareholder expectations for transparency to evaluate targets, performance and bonuses, and" the structure of the LTI includes only one performance measure – EPS with 20-24 percent growth targets. This appears to be an overly narrow range. Disclosure indicates an ability for the board to retain discretion to adjust the calculation of the EPS performance measure raising concerns for the discretionary nature of the reward. Normalized EPS growth is disclosed to have been materially lower than statutory EPS growth, raising questions over the rigor of the EPS performance measure given that it is unclear which measures the board intends to adopt and what adjustments will be made.
Bega Cheese Limited	BGA	Australia	26/10/2021	Elect Director	Elect Harper Kilpatrick as Director	For	For	A vote FOR the election of Harper Kilpatrick and re-election of director Richard (Rick) Cross is warranted. They are non-independent non-executive director as they represent material suppliers of the company. Support is on the basis that the board has classified supplier directors as non-independent due to transactions with the company and the board remains majority independent.A vote FOR the re-election of Raelene Murphy is warranted. She is an independent non-executive director of a board which is majority independent. As no material concerns have been identified regarding her nomination in regard to board and committee composition.A vote AGAINST the re-election of Barry Irvin. He is an executive chairman, which is not consistent with local market governance standards for the separation of the stewardship role of the chairman and executive responsibilities. However, the primary reason for this recommendation is to highlight material concerns for excessive non-audit fees which exceed audit fees, and some shareholders may be concerned for the impact on auditor independence.
Bega Cheese Limited	BGA	Australia	26/10/2021	Elect Director	Elect Barry Irvin as Director	Against	Against	A vote FOR the election of Harper Kilpatrick and re-election of director Richard (Rick) Cross is warranted. They are non-independent non-executive director as they represent material suppliers of the company. Support is on the basis that the board has classified supplier directors as non-independent due to transactions with the company and the board remains majority independent.A vote FOR the re-election of Raelene Murphy is warranted. She is an independent non-executive director of a board which is majority independent. As no material concerns have been identified regarding her nomination in regard to board and committee composition.A vote AGAINST the re-election of Barry Irvin. He is an executive chairman, which is not consistent with local market governance standards for the separation of the stewardship role of the chairman and executive responsibilities. However, the primary reason for this recommendation is to highlight material concerns for excessive non-audit fees which exceed audit fees, and some shareholders may be concerned for the impact on auditor independence.
Bega Cheese Limited	BGA	Australia	26/10/2021	Elect Director	Elect Raelene Murphy as Director	For	For	A vote FOR the election of Harper Kilpatrick and re-election of director Richard (Rick) Cross is warranted. They are non-independent non-executive director as they represent material suppliers of the company. Support is on the basis that the board has classified supplier directors as non-independent due to transactions with the company and the board remains majority independent.A vote FOR the re-election of Raelene Murphy is warranted. She is an independent non-executive director of a board which is majority independent. As no material concerns have been identified regarding her nomination in regard to board and committee composition.A vote AGAINST the re-election of Barry Irvin. He is an executive chairman, which is not consistent with local market governance standards for the separation of the stewardship role of the chairman and executive responsibilities. However, the primary reason for this recommendation is to highlight material concerns for excessive non-audit fees which exceed audit fees, and some shareholders may be concerned for the impact on auditor independence.

Bega Cheese Limited	BGA	Australia	26/10/2021	Elect Director	Elect Richard Cross as Director	For	For	A vote FOR the election of Harper Kilpatrick and re-election of director Richard (Rick) Cross is warranted. They are non-independent non-executive director as they represent material suppliers of the company. Support is on the basis that the board has classified supplier directors as non-independent due to transactions with the company and the board remains majority independent. A vote FOR the re-election of Raelene Murphy is warranted. She is an independent non-executive director of a board which is majority independent. As no material concerns have been identified regarding her nomination in regard to board and committee composition, A vote AGAINST the re-election of Barry Ivin. He is an executive chairman, which is not consistent with local market governance standards for the separation of the stewardship role of the chairman and executive responsibilities. However, the primary reason for this recommendation is to highlight material concerns for excessive non-audit fees which exceed audit fees, and some shareholders may be concerned for the impact on auditor independence.
Bega Cheese Limited	BGA	Australia	26/10/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A qualified vote FOR the increase in the maximum aggregate NED remuneration cap is warranted. The company discloses that the proposed increase is sought to allow for the appointment of additional directors as part of board refreshment and to pass an increase in individual NED fees, noting that NED fees are not presently excessive or problematic. The qualification is to highlight concerns that the level of increase is high.
Bega Cheese Limited	BGA	Australia	26/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted.* The proposed new constitution includes wording that explicitly states that the company may conduct meetings by using virtual-only means.* While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meetings, and the wording proposed in the amendments explicitly allow for this. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders.* It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic. However, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to shareholders in approving this provision at present.* Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
Berkshire Grey, Inc. Berkshire Grey, Inc. Berkshire Grey, Inc. BHP Group Limited	BGRY BGRY BGRY BHP	USA USA USA Australia	21/06/2022 21/06/2022 21/06/2022 11/11/2021	Elect Director Elect Director Ratify Auditors Accept Financial Statements and Statutory Reports	Elect Director Fiona P. Dias Elect Director Serena Wolfe Ratify Grant Thornton LLP as Auditors Accept Financial Statements and Statutory Reports	For For For For	For For For For	A vote FOR the director nominees is warranted. A vote FOR the director nominees is warranted. A vote FOR this proposal to ratify the auditor is warranted. A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
BHP Group Limited	BHP	Australia	11/11/2021	Elect Director	Elect Terry Bowen as Director	For	For	Votes AGAINST incumbent Nominating Committee Chair Kenneth (Ken) MacKenzie is warranted for lack of diversity on the board. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST board chair Kenneth (Ken) MacKenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted at this time.
BHP Group Limited	BHP	Australia	11/11/2021	Elect Director	Elect Malcolm Broomhead as Director	For	For	Votes AGAINST incumbent Nominating Committee Chair Kenneth (Ken) MacKenzie is warranted for lack of diversity on the board. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST board chair Kenneth (Ken) MacKenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted at this time.
BHP Group Limited	BHP	Australia	11/11/2021	Elect Director	Elect Xiaoqun Clever as Director	For	For	Votes AGAINST incumbent Nominating Committee Chair Kenneth (Ken) MacKenzie is warranted for lack of diversity on the board. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST board chair Kenneth (Ken) MacKenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted at this time.
BHP Group Limited	BHP	Australia	11/11/2021	Elect Director	Elect Ian Cockerill as Director	For	For	Votes AGAINST incumbent Nominating Committee Chair Kenneth (Ken) MacKenzie is warranted for lack of diversity on the board. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST board chair Kenneth (Ken) MacKenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted at this time.
BHP Group Limited	BHP	Australia	11/11/2021	Elect Director	Elect Gary Goldberg as Director	For	For	Votes AGAINST incumbent Nominating Committee Chair Kenneth (Ken) MacKenzie is warranted for lack of diversity on the board. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST board chair Kenneth (Ken) MacKenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted at this time.
BHP Group Limited	BHP	Australia	11/11/2021	Elect Director	Elect Mike Henry as Director	For	For	Votes AGAINST incumbent Nominating Committee Chair Kenneth (Ken) MacKenzie is warranted for lack of diversity on the board. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST board chair Kenneth (Ken) MacKenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted at this time.
BHP Group Limited	BHP	Australia	11/11/2021	Elect Director	Elect Ken MacKenzie as Director	Against	Against	Votes AGAINST incumbent Nominating Committee Chair Kenneth (Ken) MacKenzie is warranted for lack of diversity on the board. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST board chair Kenneth (Ken) MacKenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted at this time.
BHP Group Limited	BHP	Australia	11/11/2021	Elect Director	Elect John Mogford as Director	For	For	Votes AGAINST incumbent Nominating Committee Chair Kenneth (Ken) MacKenzie is warranted for lack of diversity on the board. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST board chair Kenneth (Ken) MacKenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted at this time.
BHP Group Limited	BHP	Australia	11/11/2021	Elect Director	Elect Christine O'Reilly as Director	For	For	Votes AGAINST incumbent Nominating Committee Chair Kenneth (Ken) MacKenzie is warranted for lack of diversity on the board. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST board chair Kenneth (Ken) MacKenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted at this time.
BHP Group Limited	BHP	Australia	11/11/2021	Elect Director	Elect Dion Weisler as Director	For	For	Votes AGAINST incumbent Nominating Committee Chair Kenneth (Ken) MacKenzie is warranted for lack of diversity on the board. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST board chair Kenneth (Ken) MacKenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted at this time.
BHP Group Limited	BHP	Australia	11/11/2021	Ratify Auditors	Appoint Ernst & Young LLP as Auditor of the Company	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
BHP Group Limited	BHP	Australia	11/11/2021	Management Climate-Related Proposal	Approve Climate Transition Action Plan	Against	Against	A vote AGAINST this resolution is warranted given concerns with the company's scope 3 targets. The company's pursuit of its long-term goal of net zero scope 3 GHG emissions by 2050 is dependent on the divestment of its oil and gas business and the sale of its interest in Cerrejon. Further, it also relies on technology innovations relating to the main business of steelmaking which presents material risks in the long-term and of which are still ongoing. Additionally, the company's public commitments have not been approved by the Science Based Targets Initiative (SBTi).
BHP Group Limited	BHP	Australia	11/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Constitution of BHP Group Limited	Against	Against	A vote AGAINST this resolution is warranted as the scope of the request to amend the Company's constitution is potentially broad with no regulatory framework to oversee shareholder proposals. The Board reiterates that shareholders are able to communicate and engage with the management of BHP at any time, including at AGMs. The Board also intends to allow a reasonable opportunity at the AGM to take questions from shareholders regarding these items.
BHP Group Limited	BHP	Australia	11/11/2021	Report on Climate Change	Approve Climate-Related Lobbying	For	For	A vote FOR this resolution is warranted.* The Company and the shareholder proponents are in agreement in supporting this resolution which will strengthen the Company's review of industry associations in line with the goals of the Paris Agreement. The resolution also states that where an industry association's advocacy is inconsistent with the Paris Agreement, the Company may suspend or conclude membership.* Although the Board does not agree with the supporting statement of the shareholder Proponent which raises concerns about the advocacy of industry associations, the proposed resolution is substantively aligned with the Group's existing approach and as such, the Board recommends that shareholders support the resolution.

BHP Group Limited	BHP	Australia	11/11/2021	Report on Climate Change	Approve Capital Protection	For	For	A vote FOR this resolution is warranted given that shareholders are likely to benefit from a regular review and additional disclosure on how the company's capital expenditure and operations are managed in a manner consistent with the climate goals of the Paris Agreement and net-zero emissions scenario.
BHP Group Limited	BHP	Australia	11/11/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorize the Risk and Audit Committee to Fix Remuneration of the Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
BHP Group Limited	BHP	Australia	11/11/2021	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Approve General Authority to Issue Shares in BHP Group Plc	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
BHP Group Limited	BHP	Australia	11/11/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve General Authority to Issue Shares in BHP Group Plc for Cash	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
BHP Group Limited	BHP	Australia	11/11/2021	Authorize Share Repurchase Program	Approve the Repurchase of Shares in BHP Group Plc	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
BHP Group Limited	BHP	Australia	11/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report for UK Law Purposes	For	For	A vote FOR the remuneration report is considered warranted, although it is not without concerns.* As raised previously, the CEO's salary is competitively positioned, especially in the context of the variable pay opportunity.* Concerns are raised regarding the operation of the annual bonus – the ROCE target range was reduced in FY2021 and bonus awards granted are higher than the previous year. Structural issues remain with the significant weighting of personal objectives and the high on-target opportunity.* Due to the significant recovery in the Company's share price since the start of the performance period, there was a substantial increase in the value of the CEO's 2016 LTIP award which vested in full in August 2021. The main reasons for support are:* There is no clear disconnect between pay and performance and no further material concerns have been identified.* Additionally, the Remuneration Committee exercised discretion and reduced the HSEC outcome under the annual bonus by 10% as the Committee determined that there is scope for improvement in work streams and integrated planning in this area.* With regard to the LTIP vesting in FY2021, it is taken account that the awards were reduced at grant and the Committee undertook a further review to ensure that TSR performance was not inappropriately enhanced by the lower share price in the starting position of the performance period.
BHP Group Limited	BHP	Australia	11/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report for Australian Law Purposes	For	For	A vote FOR the remuneration report is considered warranted, although it is not without concerns.* As raised previously, the CEO's salary is competitively positioned, especially in the context of the variable pay opportunity.* Concerns are raised regarding the operation of the annual bonus – the ROCE target range was reduced in FY2021 and bonus awards granted are higher than the previous year. Structural issues remain with the significant weighting of personal objectives and the high on-target opportunity.* Due to the significant recovery in the Company's share price since the start of the performance period, there was a substantial increase in the value of the CEO's 2016 LTIP award which vested in full in August 2021. The main reasons for support are:* There is no clear disconnect between pay and performance and no further material concerns have been identified.* Additionally, the Remuneration Committee exercised discretion and reduced the HSEC outcome under the annual bonus by 10% as the Committee determined that there is scope for improvement in work streams and integrated planning in this area.* With regard to the LTIP vesting in FY2021, it is taken account that the awards were reduced at grant and the Committee undertook a further review to ensure that TSR performance was not inappropriately enhanced by the lower share price in the starting position of the performance period.
BHP Group Limited	BHP	Australia	11/11/2021	Approve Share Plan Grant	Approve Grant of Awards to Mike Henry	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Elect Director	Re-elect Terry Bowen as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Kenneth (Ken) MacKenzie are warranted for lack of gender diversity on the board. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST board chair Kenneth (Ken) MacKenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Elect Director	Re-elect Malcolm Broomhead as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Kenneth (Ken) MacKenzie are warranted for lack of gender diversity on the board. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST board chair Kenneth (Ken) MacKenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Elect Director	Re-elect Xiaoqun Clever as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Kenneth (Ken) MacKenzie are warranted for lack of gender diversity on the board. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST board chair Kenneth (Ken) MacKenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Elect Director	Re-elect Ian Cockenill as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Kenneth (Ken) MacKenzie are warranted for lack of gender diversity on the board. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST board chair Kenneth (Ken) MacKenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Elect Director	Re-elect Gary Goldberg as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Kenneth (Ken) MacKenzie are warranted for lack of gender diversity on the board. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST board chair Kenneth (Ken) MacKenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Elect Director	Re-elect Mike Henry as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Kenneth (Ken) MacKenzie are warranted for lack of gender diversity on the board. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST board chair Kenneth (Ken) MacKenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Elect Director	Re-elect Ken MacKenzie as Director	Against	Against	Votes AGAINST incumbent Nominating Committee chair Kenneth (Ken) MacKenzie are warranted for lack of gender diversity on the board. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST board chair Kenneth (Ken) MacKenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Elect Director	Re-elect John Mogford as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Kenneth (Ken) MacKenzie are warranted for lack of gender diversity on the board. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST board chair Kenneth (Ken) MacKenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Elect Director	Re-elect Christine O'Reilly as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Kenneth (Ken) MacKenzie are warranted for lack of gender diversity on the board. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST board chair Kenneth (Ken) MacKenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Elect Director	Re-elect Dion Weisler as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Kenneth (Ken) MacKenzie are warranted for lack of gender diversity on the board. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST board chair Kenneth (Ken) MacKenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Ratify Auditors	Reappoint Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Management Climate-Related Proposal	Approve the Climate Transition Action Plan	Against	Against	A vote AGAINST this resolution is warranted given concerns with the company's scope 3 targets. The company's pursuit of its long-term goal of net zero scope 3 GHG emissions by 2050 is dependent on the divestment of its oil and gas business and the sale of its interest in Cerrejon. Further, it also relies on technology innovations relating to the main business of steelmaking which presents material risks in the long-term and of which are still ongoing. Additionally, the company's public commitments have not been approved by the Science Based Targets Initiative (SBTi).
BHP Group Plc	BHP	United Kingdom	14/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Constitution of BHP Group Limited	Against	Against	A vote AGAINST this resolution is warranted as the scope of the request to amend the Company's constitution is potentially broad with no regulatory framework to oversee shareholder proposals. The Board reiterates that shareholders are able to communicate and engage with the management of BHP at any time, including at AGMs. The Board also intends to allow a reasonable opportunity at the AGM to take questions from shareholders regarding these items.

BHP Group Plc	BHP	United Kingdom	14/10/2021	Report on Climate Change	Approve Climate-Related Lobbying	For	For	A vote FOR this resolution is warranted.* The Company and the shareholder proponents are in agreement in supporting this resolution which will strengthen the Company's review of industry associations in line with the goals of the Paris Agreement. The resolution also states that where an industry association's advocacy is inconsistent with the Paris Agreement, the Company may suspend or conclude membership.* Although the Board does not agree with the supporting statement of the shareholder Proponent which raises concerns about the advocacy of industry associations, the proposed resolution is substantively aligned with the Group's existing approach and as such, the Board recommends that shareholders support the resolution.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Report on Climate Change	Approve Capital Protection	For	For	A vote FOR this resolution is warranted given that shareholders are likely to benefit from a regular review and additional disclosure on how the company's capital expenditure and operations are managed in a manner consistent with the climate goals of the Paris Agreement and net-zero emissions scenario.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Risk and Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Authorize Share Repurchase Program	Authorise Share Repurchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report for UK Law Purposes	For	For	A vote FOR the remuneration report is considered warranted, although it is not without concerns.* As raised previously, the CEO's salary is competitively positioned, especially in the context of the variable pay opportunity.* Concerns are raised regarding the operation of the annual bonus – the ROCE target range was reduced in FY2021 and bonus awards granted are higher than the previous year. Structural issues remain with the significant weighting of personal objectives and the high on-target opportunity.* Due to the significant recovery in the Company's share price since the start of the performance period, there was a substantial increase in the value of the CEO's 2016 LTIP award which vested in full in August 2021. The main reasons for support are: There is no clear disconnect between pay and performance and no further material concerns have been identified.* Additionally, the Remuneration Committee exercised discretion and reduced the HSEC outcome under the annual bonus by 10% as the Committee determined that there is scope for improvement in work streams and integrated planning in this area.* With regard to the LTIP vesting in FY2021, it is taken account that the awards were reduced at grant and the Committee undertook a further review to ensure that TSR performance was not inappropriately enhanced by the lower share price in the starting position of the performance period.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report for Australian Law Purposes	For	For	A vote FOR the remuneration report is considered warranted, although it is not without concerns.* As raised previously, the CEO's salary is competitively positioned, especially in the context of the variable pay opportunity.* Concerns are raised regarding the operation of the annual bonus – the ROCE target range was reduced in FY2021 and bonus awards granted are higher than the previous year. Structural issues remain with the significant weighting of personal objectives and the high on-target opportunity.* Due to the significant recovery in the Company's share price since the start of the performance period, there was a substantial increase in the value of the CEO's 2016 LTIP award which vested in full in August 2021. The main reasons for support are: There is no clear disconnect between pay and performance and no further material concerns have been identified.* Additionally, the Remuneration Committee exercised discretion and reduced the HSEC outcome under the annual bonus by 10% as the Committee determined that there is scope for improvement in work streams and integrated planning in this area.* With regard to the LTIP vesting in FY2021, it is taken account that the awards were reduced at grant and the Committee undertook a further review to ensure that TSR performance was not inappropriately enhanced by the lower share price in the starting position of the performance period.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Approve Share Plan Grant	Approve Grant of Awards under the Group's Incentive Plans to Mike Henry	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Approve Scheme of Arrangement	Approve Scheme of Arrangement	For	For	A vote FOR this item is considered warranted:The Group has provided sufficient rationale to justify the proposed unification of its corporate structure from two parent companies into one Company incorporated in Australia.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Approve Merger Agreement	Approve the Scheme of Arrangement and Unification	For	For	A vote FOR these items is considered warranted.* The Group has provided sufficient rationale to justify the proposed unification of its DLC corporate structure from two separately listed parent companies into one company incorporated in Australia.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Authorize Directed Share Repurchase Program	Approve Special Voting Share Buy-Back Agreement	For	For	A vote FOR these items is considered warranted.* The Group has provided sufficient rationale to justify the proposed unification of its DLC corporate structure from two separately listed parent companies into one company incorporated in Australia.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Authorize Directed Share Repurchase Program	Approve Special Voting Share Buy-Back Agreement (Class Rights Action)	For	For	A vote FOR these items is considered warranted.* The Group has provided sufficient rationale to justify the proposed unification of its DLC corporate structure from two separately listed parent companies into one company incorporated in Australia.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Adopt New Articles of Association/Charter	Adopt New Articles of Association	For	For	A vote FOR these items is considered warranted.* The Group has provided sufficient rationale to justify the proposed unification of its DLC corporate structure from two separately listed parent companies into one company incorporated in Australia.
BHP Group Plc	BHP	United Kingdom	14/10/2021	Change of Corporate Form	Approve Re-registration of the Company as a Private Limited Company (Class Rights Action)	For	For	A vote FOR these items is considered warranted.* The Group has provided sufficient rationale to justify the proposed unification of its DLC corporate structure from two separately listed parent companies into one company incorporated in Australia.
BHP Group Limited	BHP	Australia	11/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve Amendments to Limited Constitution	For	For	A vote FOR these items is considered warranted.* The Group has provided sufficient rationale to justify the proposed unification of its DLC corporate structure from two separately listed parent companies into one company incorporated in Australia.
BHP Group Limited	BHP	Australia	11/11/2021	Authorize Directed Share Repurchase Program	Approve Limited Special Voting Share Buy-back	For	For	A vote FOR these items is considered warranted.* The Group has provided sufficient rationale to justify the proposed unification of its DLC corporate structure from two separately listed parent companies into one company incorporated in Australia.
BHP Group Limited	BHP	Australia	11/11/2021	Authorize Directed Share Repurchase Program	Approve DLC Dividend Share Buy-back	For	For	A vote FOR these items is considered warranted.* The Group has provided sufficient rationale to justify the proposed unification of its DLC corporate structure from two separately listed parent companies into one company incorporated in Australia.
BHP Group Limited	BHP	Australia	11/11/2021	Authorize Directed Share Repurchase Program	Approve Plc Special Voting Share Buy-back (Class Rights Action)	For	For	A vote FOR these items is considered warranted.* The Group has provided sufficient rationale to justify the proposed unification of its DLC corporate structure from two separately listed parent companies into one company incorporated in Australia.
BHP Group Limited	BHP	Australia	11/11/2021	Change of Corporate Form	Approve Change in the Status of Plc (Class Rights Action)	For	For	A vote FOR these items is considered warranted.* The Group has provided sufficient rationale to justify the proposed unification of its DLC corporate structure from two separately listed parent companies into one company incorporated in Australia.
Bill Identity Ltd.	BID	Australia	23/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the adoption of the remuneration report is warranted due to: The payment of cash bonuses on a lagging basis, which appear at odds with the company's financial performance and position; Ongoing lack of disclosure on specific and quantified STI targets, which hinders shareholders' abilities to assess performance alignment and goal rigor setting; Unacceptable vesting period, insufficiently demanding performance hurdles, and automatic vesting of awards upon a change of control of the company; and The grant of equity incentives to NEDs.
Bill Identity Ltd.	BID	Australia	23/11/2021	Elect Director	Elect Geoffrey Kleemann as Director	For	For	A vote FOR these nominees is warranted.
Bill Identity Ltd.	BID	Australia	23/11/2021	Elect Director	Elect Peter Tonagh as Director	For	For	A vote FOR these nominees is warranted.
Bill Identity Ltd.	BID	Australia	23/11/2021	Approve Stock Option Plan Grants	Approve Issuance of Sign-On Options to Peter Tonagh	Against	Against	A vote AGAINST this resolution is warranted because local market guidelines do not support the grant of equity incentive awards to NEDs in light of ensuring independent judgment by NEDs and preventing any potential conflict of interest.
Bill Identity Ltd.	BID	Australia	23/11/2021	Amend Terms of Outstanding Options	Approve Amendment of Terms of Class J Options	For	For	A vote FOR this resolution is warranted.
Bill Identity Ltd.	BID	Australia	23/11/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve the Issuance of Up to 10 Percent of the Company's Issued Capital	Against	Against	A vote AGAINST this resolution is warranted because the company did not provide specific reasons for seeking the authority.
Biogen Inc.	BIIB	USA	15/06/2022	Elect Director	Elect Director Alexander J. Denner	For	For	A vote FOR the director nominees is warranted.
Biogen Inc.	BIIB	USA	15/06/2022	Elect Director	Elect Director Caroline D. Dorsa	For	For	A vote FOR the director nominees is warranted.
Biogen Inc.	BIIB	USA	15/06/2022	Elect Director	Elect Director Maria C. Freire	For	For	A vote FOR the director nominees is warranted.
Biogen Inc.	BIIB	USA	15/06/2022	Elect Director	Elect Director William A. Hawkins	For	For	A vote FOR the director nominees is warranted.
Biogen Inc.	BIIB	USA	15/06/2022	Elect Director	Elect Director William D. Jones	For	For	A vote FOR the director nominees is warranted.
Biogen Inc.	BIIB	USA	15/06/2022	Elect Director	Elect Director Jesus B. Mantas	For	For	A vote FOR the director nominees is warranted.
Biogen Inc.	BIIB	USA	15/06/2022	Elect Director	Elect Director Richard C. Mulligan	For	For	A vote FOR the director nominees is warranted.
Biogen Inc.	BIIB	USA	15/06/2022	Elect Director	Elect Director Stelios Papadopoulos	For	For	A vote FOR the director nominees is warranted.
Biogen Inc.	BIIB	USA	15/06/2022	Elect Director	Elect Director Eric K. Rowinsky	For	For	A vote FOR the director nominees is warranted.
Biogen Inc.	BIIB	USA	15/06/2022	Elect Director	Elect Director Stephen A. Sherwin	For	For	A vote FOR the director nominees is warranted.
Biogen Inc.	BIIB	USA	15/06/2022	Elect Director	Elect Director Michel Vouanatos	For	For	A vote FOR the director nominees is warranted.
Biogen Inc.	BIIB	USA	15/06/2022	Ratify PricewaterhouseCoopers LLP as Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Biogen Inc.	BIIB	USA	15/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. While pay and performance were reasonably aligned for the year in review, the compensation committee did not demonstrate sufficient responsiveness to last year's low say-on-pay vote. Although the proxy describes meetings with shareholders, cites their feedback, and made positive changes to the 2022 pay program, the committee did not disclose a robust commitment not to repeat an action that investors found concerning. Separately, shareholders are advised to monitor goal disclosure, which needs improvement.
Bingo Industries Limited	BIN	Australia	13/07/2021	Approve Scheme of Arrangement	Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by Recycle and Resource Operations Pty Limited	For	For	A vote FOR the proposed transaction is warranted.* The All Cash Consideration represents an attractive premium of 26 percent to the unaffected price, and the Mixed Consideration also represents a reasonable premium of 20 percent;.* The All Cash Consideration represents certainty of value for shareholders, and the Mixed Consideration offers eligible shareholders an opportunity to participate in the future value created by Bingo;.* The All Cash Consideration is at the higher end of the valuation range estimated by the Independent Expert; and* The Scheme is unanimously supported by the Independent Board Committee in the absence of a Superior Proposal.
Bio-Rad Laboratories, Inc.	BIO	USA	26/04/2022	Elect Director	Elect Director Melinda Litherland	For	For	A vote FOR all nominees is warranted.
Bio-Rad Laboratories, Inc.	BIO	USA	26/04/2022	Elect Director	Elect Director Arnold A. Pinkston	For	For	A vote FOR all nominees is warranted.
Bio-Rad Laboratories, Inc.	BIO	USA	26/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
The Bank of New York Mellon Corporation	BK	USA	12/04/2022	Elect Director	Elect Director Linda Z. Cook	For	For	A vote FOR the director nominees is warranted.
The Bank of New York Mellon Corporation	BK	USA	12/04/2022	Elect Director	Elect Director Joseph J. Echevarria	For	For	A vote FOR the director nominees is warranted.
The Bank of New York Mellon Corporation	BK	USA	12/04/2022	Elect Director	Elect Director Thomas P. Todd Gibbons	For	For	A vote FOR the director nominees is warranted.

The Bank of New York Mellon Corporation	BK	USA	12/04/2022	Elect Director	Elect Director M. Amy Gilliland	For	For	A vote FOR the director nominees is warranted.
The Bank of New York Mellon Corporation	BK	USA	12/04/2022	Elect Director	Elect Director Jeffrey A. Goldstein	For	For	A vote FOR the director nominees is warranted.
The Bank of New York Mellon Corporation	BK	USA	12/04/2022	Elect Director	Elect Director K. Guru Gowrappan	For	For	A vote FOR the director nominees is warranted.
The Bank of New York Mellon Corporation	BK	USA	12/04/2022	Elect Director	Elect Director Ralph Izzo	For	For	A vote FOR the director nominees is warranted.
The Bank of New York Mellon Corporation	BK	USA	12/04/2022	Elect Director	Elect Director Sandra E. 'Sandie' O'Connor	For	For	A vote FOR the director nominees is warranted.
The Bank of New York Mellon Corporation	BK	USA	12/04/2022	Elect Director	Elect Director Elizabeth E. Robinson	For	For	A vote FOR the director nominees is warranted.
The Bank of New York Mellon Corporation	BK	USA	12/04/2022	Elect Director	Elect Director Frederick O. Terrell	For	For	A vote FOR the director nominees is warranted.
The Bank of New York Mellon Corporation	BK	USA	12/04/2022	Elect Director	Elect Director Alfred W. 'Al' Zollar	For	For	A vote FOR the director nominees is warranted.
The Bank of New York Mellon Corporation	BK	USA	12/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. Shareholders would benefit from improved disclosure of adjustments made to closing-cycle performance shares and should continue to monitor pay outcomes in light of the degree to which discretion may ultimately influence awards. However, these concerns have not resulted in a quantitative pay-for-performance misalignment for the year in review, the CEO's equity awards are largely subject to multi-year performance goals, and performance shares for the most recently completed performance period were earned below target.
The Bank of New York Mellon Corporation	BK	USA	12/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
The Bank of New York Mellon Corporation	BK	USA	12/04/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Elect Director	Re-elect Justin Tibaldi as Director	For	For	Item 3/Votes AGAINST incumbent Nominating Committee chair Glyn Barker are warranted for lack of gender diversity on the board.Items 4 - 17A vote FOR these Directors is warranted as no significant concerns have been identified.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Elect Director	Re-elect Paul Vallone as Director	For	For	Item 3/Votes AGAINST incumbent Nominating Committee chair Glyn Barker are warranted for lack of gender diversity on the board.Items 4 - 17A vote FOR these Directors is warranted as no significant concerns have been identified.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Elect Director	Re-elect Sir John Armit as Director	For	For	Item 3/Votes AGAINST incumbent Nominating Committee chair Glyn Barker are warranted for lack of gender diversity on the board.Items 4 - 17A vote FOR these Directors is warranted as no significant concerns have been identified.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Elect Director	Re-elect Rachel Downey as Director	For	For	Item 3/Votes AGAINST incumbent Nominating Committee chair Glyn Barker are warranted for lack of gender diversity on the board.Items 4 - 17A vote FOR these Directors is warranted as no significant concerns have been identified.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Elect Director	Elect Elizabeth Adekunle as Director	For	For	Item 3/Votes AGAINST incumbent Nominating Committee chair Glyn Barker are warranted for lack of gender diversity on the board.Items 4 - 17A vote FOR these Directors is warranted as no significant concerns have been identified.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Elect Director	Elect William Jackson as Director	For	For	Item 3/Votes AGAINST incumbent Nominating Committee chair Glyn Barker are warranted for lack of gender diversity on the board.Items 4 - 17A vote FOR these Directors is warranted as no significant concerns have been identified.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Elect Director	Elect Sarah Sands as Director	For	For	Item 3/Votes AGAINST incumbent Nominating Committee chair Glyn Barker are warranted for lack of gender diversity on the board.Items 4 - 17A vote FOR these Directors is warranted as no significant concerns have been identified.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Elect Director	Elect Andy Kemp as Director	For	For	Item 3/Votes AGAINST incumbent Nominating Committee chair Glyn Barker are warranted for lack of gender diversity on the board.Items 4 - 17A vote FOR these Directors is warranted as no significant concerns have been identified.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Ratify Auditors	Reappoint KPMG LLP as Auditors	For	For	A vote FOR this resolution is considered warranted at this time.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is considered warranted, although it is not without concerns:" As raised previously, the quantum of Executive Directors' remuneration relative to other peers continues to raise concerns; and" There remains scope for additional stretch for the ROE and cumulative PBT measures for in-flight LTIP awards.The main reasons for support are:" Additional mechanisms have been introduced for in-flight LTIP awards whereby the following will be taken into account: Executive Directors' overall and individual contributions, performance of respective divisions and performance against personal objectives. The CEO (or Chair in the case of the CEO) may recommend adjustments to the formulaic outcome, including a reduction in the level of vesting of up to 50%. The Company confirmed that no upward adjustments can be made under the additional mechanisms.* No further material concerns have been identified.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Adopt New Articles of Association/Charter	Adopt New Articles of Association	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Approve Matters Relating to the B Share Scheme and Share Consolidation	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Authorize Directed Share Repurchase Program	Approve Terms of the Option Agreement	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Elect Director	Re-elect Glyn Barker as Director	For	Against	Item 3/Votes AGAINST incumbent Nominating Committee chair Glyn Barker are warranted for lack of gender diversity on the board.Items 4 - 17A vote FOR these Directors is warranted as no significant concerns have been identified.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Elect Director	Re-elect Diana Brightmore-Armour as Director	For	For	Item 3/Votes AGAINST incumbent Nominating Committee chair Glyn Barker are warranted for lack of gender diversity on the board.Items 4 - 17A vote FOR these Directors is warranted as no significant concerns have been identified.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Elect Director	Re-elect Andy Myers as Director	For	For	Item 3/Votes AGAINST incumbent Nominating Committee chair Glyn Barker are warranted for lack of gender diversity on the board.Items 4 - 17A vote FOR these Directors is warranted as no significant concerns have been identified.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Elect Director	Re-elect Rob Perrins as Director	For	For	Item 3/Votes AGAINST incumbent Nominating Committee chair Glyn Barker are warranted for lack of gender diversity on the board.Items 4 - 17A vote FOR these Directors is warranted as no significant concerns have been identified.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Elect Director	Re-elect Richard Steam as Director	For	For	Item 3/Votes AGAINST incumbent Nominating Committee chair Glyn Barker are warranted for lack of gender diversity on the board.Items 4 - 17A vote FOR these Directors is warranted as no significant concerns have been identified.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Elect Director	Re-elect Sean Ellis as Director	For	For	Item 3/Votes AGAINST incumbent Nominating Committee chair Glyn Barker are warranted for lack of gender diversity on the board.Items 4 - 17A vote FOR these Directors is warranted as no significant concerns have been identified.
Berkeley Group Holdings Plc	BKG	United Kingdom	3/09/2021	Elect Director	Re-elect Karl Whiteman as Director	For	For	Item 3/Votes AGAINST incumbent Nominating Committee chair Glyn Barker are warranted for lack of gender diversity on the board.Items 4 - 17A vote FOR these Directors is warranted as no significant concerns have been identified.
Blackmores Limited	BKL	Australia	27/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report (Item 2) is warranted.* No material disconnect between pay and performance and shareholder outcomes is observed for the period under review.* The company's executive remuneration structure, on the whole, is consistent with good market practice" Executive fixed remuneration did not increase." No LTIs have vested in the past two financial years, and" The FY21 STI bonus was modest.The qualification is to highlight the following concerns:" A high level of concern is identified in quantitative pay for performance analysis, attributable to excessive LTI grants in the last 2 years, which are materially in excess of the median of market cap and industry peers." Excessive CEO fixed remuneration and chair fees, being materially above peer median by a wide margin." There is a persisting absence of disclosure of specific and quantified STI performance hurdles." The board exercised discretion to award a relatively small STI bonus to executives compared with peer median despite the financial performance gateway not being met.
Blackmores Limited	BKL	Australia	27/10/2021	Approve Share Plan Grant	Approve Grant of STI Award to Alastair Symington	For	For	A vote FOR the grant of share rights under the FY22 STI (Item 3) is warranted. This represents the deferral of a portion of the STI for a two-year period, being consistent with shareholder interests and market expectations. Questions are raised why the approval is being sought when FY22 has not been completed or reported on. In this regard, shareholder retain the ability to vote of the remuneration report.A vote FOR the share rights under the LTI (Item 4) is warranted.* The performance period is at the minimum three years accepted in the Australian market." Specific financial hurdles (12-16 percent ROIC and 10-30 percent EPS CAGR) are well disclosed and appear sufficiently rigorous to align with shareholder interests.Concerns are raised regarding the persisting excessive LTI opportunity for the CEO, which at \$1.95 million is materially above the median of market cap and industry peers.
Blackmores Limited	BKL	Australia	27/10/2021	Approve Share Plan Grant	Approve Grant of LTI Award to Alastair Symington	For	For	A vote FOR the grant of share rights under the FY22 STI (Item 3) is warranted. This represents the deferral of a portion of the STI for a two-year period, being consistent with shareholder interests and market expectations. Questions are raised why the approval is being sought when FY22 has not been completed or reported on. In this regard, shareholder retain the ability to vote of the remuneration report.A vote FOR the share rights under the LTI (Item 4) is warranted.* The performance period is at the minimum three years accepted in the Australian market." Specific financial hurdles (12-16 percent ROIC and 10-30 percent EPS CAGR) are well disclosed and appear sufficiently rigorous to align with shareholder interests.Concerns are raised regarding the persisting excessive LTI opportunity for the CEO, which at \$1.95 million is materially above the median of market cap and industry peers.

Blackmores Limited	BKL	Australia	27/10/2021	Elect Director	Elect Anne Templeman-Jones as Director	For	For	A vote FOR all nominees is warranted. No material concerns have been identified regarding their nomination as directors in respect of board and committee composition. However, corporate governance issues are noted in relation to the nomination and public controversy surrounding the substantial shareholder of Blackmores, Mr Marcus Blackmore and the non-Board endorsed nominee Mr George Tambassis.
Blackmores Limited	BKL	Australia	27/10/2021	Elect Director	Elect Wendy Stops as Director	For	For	A vote FOR all nominees is warranted. No material concerns have been identified regarding their nomination as directors in respect of board and committee composition. However, corporate governance issues are noted in relation to the nomination and public controversy surrounding the substantial shareholder of Blackmores, Mr Marcus Blackmore and the non-Board endorsed nominee Mr George Tambassis.
Blackmores Limited	BKL	Australia	27/10/2021	Elect Director	Elect Sharon Warburton as Director	For	For	A vote FOR all nominees is warranted. No material concerns have been identified regarding their nomination as directors in respect of board and committee composition. However, corporate governance issues are noted in relation to the nomination and public controversy surrounding the substantial shareholder of Blackmores, Mr Marcus Blackmore and the non-Board endorsed nominee Mr George Tambassis.
Blackmores Limited	BKL	Australia	27/10/2021	Elect Director	Elect Stephen Roche as Director	For	For	A vote FOR all nominees is warranted. No material concerns have been identified regarding their nomination as directors in respect of board and committee composition. However, corporate governance issues are noted in relation to the nomination and public controversy surrounding the substantial shareholder of Blackmores, Mr Marcus Blackmore and the non-Board endorsed nominee Mr George Tambassis.
Blackmores Limited	BKL	Australia	27/10/2021	Elect Director	Elect Erica Mann as Director	For	For	A vote FOR all nominees is warranted. No material concerns have been identified regarding their nomination as directors in respect of board and committee composition. However, corporate governance issues are noted in relation to the nomination and public controversy surrounding the substantial shareholder of Blackmores, Mr Marcus Blackmore and the non-Board endorsed nominee Mr George Tambassis.
Blackmores Limited	BKL	Australia	27/10/2021	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	Elect George Tambassis as Director	Against	Against	A vote AGAINST the election of George Tambassis is warranted at this time. He has relevant experience in the pharmaceutical retail sector and as National President of the Pharmacy Guild of Australia. He is also a director of ASX-listed Australian Pharmaceutical Industries, and his nomination has been publicly endorsed by both the company's largest shareholder, Mr Marcy Blackmore and its largest customer, Chemist Warehouse. However, Mr Tambassis is not a board endorsed nominee, given disclosure that the chair and board considered his skills and experience. The chair has issued a public statement on behalf of the board, citing various factors to consider in voting against the nomination of George Tambassis, and shareholders may presently consider that the recommendation of the chair and board in regard to this candidate's nomination should be accepted, in the absence of any material change in facts as presently known in the public domain.
Booking Holdings Inc.	BKNG	USA	9/06/2022	Elect Director	Elect Director Timothy Armstrong	For	For	A vote FOR the director nominees is warranted.
Booking Holdings Inc.	BKNG	USA	9/06/2022	Elect Director	Elect Director Lynn Vojvodich Radakovich	For	For	A vote FOR the director nominees is warranted.
Booking Holdings Inc.	BKNG	USA	9/06/2022	Elect Director	Elect Director Vanessa A. Wittman	For	For	A vote FOR the director nominees is warranted.
Booking Holdings Inc.	BKNG	USA	9/06/2022	Elect Director	Elect Director Glenn D. Fogel	For	For	A vote FOR the director nominees is warranted.
Booking Holdings Inc.	BKNG	USA	9/06/2022	Elect Director	Elect Director Miriam M. Graddick-Weir	For	For	A vote FOR the director nominees is warranted.
Booking Holdings Inc.	BKNG	USA	9/06/2022	Elect Director	Elect Director Wei Hopeman	For	For	A vote FOR the director nominees is warranted.
Booking Holdings Inc.	BKNG	USA	9/06/2022	Elect Director	Elect Director Robert J. Mylod, Jr.	For	For	A vote FOR the director nominees is warranted.
Booking Holdings Inc.	BKNG	USA	9/06/2022	Elect Director	Elect Director Charles H. Noski	For	For	A vote FOR the director nominees is warranted.
Booking Holdings Inc.	BKNG	USA	9/06/2022	Elect Director	Elect Director Nicholas J. Read	For	For	A vote FOR the director nominees is warranted.
Booking Holdings Inc.	BKNG	USA	9/06/2022	Elect Director	Elect Director Thomas E. Rothman	For	For	A vote FOR the director nominees is warranted.
Booking Holdings Inc.	BKNG	USA	9/06/2022	Elect Director	Elect Director Sumit Singh	For	For	A vote FOR the director nominees is warranted.
Booking Holdings Inc.	BKNG	USA	9/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. Although the annual program is funded formulaically, payouts are determined primarily based on compensation committee discretion and performance factors considered by the committee appear to be highly subjective, a concern which is magnified by the CEO's high target award as a multiple of base salary. In addition, performance for the 2021 PSUs, which had larger values in light of retention concerns, are based on annually set goals and the metrics and measurement period for the first tranche were identical to the metrics and measurement period for the 2021 annual incentive awards. These concerns follow the discretionary adjustment of payouts for 2018 and 2019 PSUs, including the above-target payout of 2018 PSUs.
Booking Holdings Inc.	BKNG	USA	9/06/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Booking Holdings Inc.	BKNG	USA	9/06/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right.
Booking Holdings Inc.	BKNG	USA	9/06/2022	Link Executive Pay to Social Criteria	Report on Climate Change Performance Metrics Into Executive Compensation Program	For	For	A vote FOR this proposal is warranted. Incorporating climate-related performance measures as a broader component of senior executive pay setting decision-making would serve to incentivize executives to ensure that company performance on environmental, social and sustainability considerations, alongside financial factors, is appropriately aligned with management's interests, the firm's stated commitments to climate and sustainability, and long-term corporate strategy.
Baker Hughes Company	BKR	USA	17/05/2022	Elect Director	Elect Director W. Geoffrey Beattie	For	For	A vote FOR the director nominees is warranted.
Baker Hughes Company	BKR	USA	17/05/2022	Elect Director	Elect Director Gregory D. Brennehan	For	For	A vote FOR the director nominees is warranted.
Baker Hughes Company	BKR	USA	17/05/2022	Elect Director	Elect Director Cynthia B. Carroll	For	For	A vote FOR the director nominees is warranted.
Baker Hughes Company	BKR	USA	17/05/2022	Elect Director	Elect Director Nelda J. Connors	For	For	A vote FOR the director nominees is warranted.
Baker Hughes Company	BKR	USA	17/05/2022	Elect Director	Elect Director Michael R. Dumais	For	For	A vote FOR the director nominees is warranted.
Baker Hughes Company	BKR	USA	17/05/2022	Elect Director	Elect Director Gregory L. Ebel	For	For	A vote FOR the director nominees is warranted.
Baker Hughes Company	BKR	USA	17/05/2022	Elect Director	Elect Director Lynn L. Eshenahs	For	For	A vote FOR the director nominees is warranted.
Baker Hughes Company	BKR	USA	17/05/2022	Elect Director	Elect Director John G. Rice	For	For	A vote FOR the director nominees is warranted.
Baker Hughes Company	BKR	USA	17/05/2022	Elect Director	Elect Director Lorenzo Simonelli	For	For	A vote FOR the director nominees is warranted.
Baker Hughes Company	BKR	USA	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Support FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. Annual incentives are largely based on pre-set financial measures and the majority of long-term incentive awards were performance based and utilized a multi-year measurement period.
Baker Hughes Company	BKR	USA	17/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Brickworks Limited	BKW	Australia	23/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted, given no material concerns for misalignment of pay and performance and shareholder outcomes.* No increases to the fixed remuneration of CEO and CFO during the year,* No increases to the FY22 fixed remuneration of the CEO and CFO except for an increase in superannuation guaranteed levy,* No increases to the chair and director base or committee fees during the year,* A 3.5 percent increase to directors' fees in FY22 is not considered excessive,* STI bonuses paid at maximum are not inconsistent with improved company performance during the year, and* Historical LTI grants that were tested during the year vested in full, is consistent with the company's performance over the performance period. The qualification is based on the following:* Lack of disclosure of the specific and quantified financial targets in the STI which makes it impossible for shareholder to independently evaluate the rigor of targets and alignment with their expectations, and* Provision for dividends on unvested shares, through a notional dividend adjustment on rights that vest is inconsistent with good governance practices of many ASX-listed entities, given there is no present entitlement to the shares or dividends.
Brickworks Limited	BKW	Australia	23/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Lindsay Partridge	For	For	A qualified vote FOR the grant of performance rights to the CEO is warranted. There is no change from prior year grants at that* There is a three-year performance period which is consistent with the minimum accepted in the market for an LTI.* Performance targets are two equally weighted relative TSR and absolute TSR performance conditions and considered as appropriate. The qualification is to highlight concerns for the following inconsistencies with good governance expectations:* Full vesting of the relative TSR performance measure is permitted at the 60th percentile which offers a much high bonus for lower performance, compared with the higher 75th percentile benchmark which is widely accepted in the market as a reasonable measure of outperformance.* The quantum of the LTI grant is higher than the prior year.* The number of rights eventually vested is adjusted upwards to account for dividends during the performance period - this is commonly known as dividends on unvested shares and represents an inconsistency with better corporate governance practice in the Australian market, and* Generous vesting arrangements apply on termination of employment and change of control.
Brickworks Limited	BKW	Australia	23/11/2021	Elect Director	Elect Robert D. Milner as Director	For	For	A qualified vote FOR the re-election of chairman Robert Milner is warranted. Although not without concern. The qualification is to highlight that Robert Milner is a non-independent chairman, who is over-tenured and overboarded. Nevertheless, there seems no benefit for shareholder in voting against his nomination given low prospect of success due to his affiliation with the substantial shareholder, Washington H. Soul Pattinson and Company Ltd (WHSP), which holds 43.3 percent of the company's shares. Milner represents the interests of the Milner family and WHSP on many boards in which it holds substantial investments.
Brickworks Limited	BKW	Australia	23/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted.* The proposed amendments to the constitution includes wording that explicitly states that the company may conduct meetings by using virtual-only means.* While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meetings, and the wording proposed in the amendments explicitly allow for this. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders.* It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic. However, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to shareholders in approving this provision at present.* Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
Boral Limited	BLD	Australia	28/10/2021	Elect Director	Elect Richard Richards as Director	For	For	A vote FOR this nominee is warranted.
Boral Limited	BLD	Australia	28/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted because:* No STI bonuses were paid in FY21, given the structure of remuneration set for this newly appointed CEO was designed to achieve longer term performance and shareholder value, and* LTI performance based and shareholder interests and ROFE are in line with shareholder interests and market practice. Nevertheless, some shareholders may be concerned with the quantum of the recently appointed CEO's fixed remuneration, which is lower than that of his predecessor but significantly higher than market capitalization peers.
Boral Limited	BLD	Australia	28/10/2021	Approve Share Plan Grant	Approve Grant of LTI Rights to Zlatko Todorovski	For	For	A vote FOR this item is warranted because the terms of the proposed equity grants are not problematic.* Quantum is 120 percent of fixed remuneration (reverting back from the previous one-off structure which had a larger LTI but no STI), and* There is only one performance measure of relative TSR is sufficiently aligned with shareholder interest, although shareholders typically expect an additional performance hurdle to be used. Some concerns exist for the use of only one relative TSR performance measures which does not have an absolute TSR gateway to ensure alignment with a positive return to shareholders. Some shareholders may also question why the ROFE performance measure was removed from this grant, whereas it was considered appropriate in the FY21 LTI grant.

Boral Limited	BLD	Australia	28/10/2021	Approve Reduction in Share Capital	Approve Potential Return of Capital to Shareholders	For	For	A vote FOR this resolution is warranted, given that the capital reduction will apply equally to all shares, and no governance concerns have been identified.
Boral Limited	BLD	Australia	28/10/2021	Ratify Auditors	Appoint Deloitte Touche Tohmatsu as Auditor of the Company	For	For	A vote FOR the appointment of a new auditor is warranted. This is a routine item and no significant concerns have been identified.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Bader M. Alsaid	For	For	A vote FOR the director nominees is warranted.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Pamela Daley	For	For	A vote FOR the director nominees is warranted.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Laurence D. Fink	For	For	A vote FOR the director nominees is warranted.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Beth Ford	For	For	A vote FOR the director nominees is warranted.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director William E. Ford	For	For	A vote FOR the director nominees is warranted.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Fabrizio Frada	For	For	A vote FOR the director nominees is warranted.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Murry S. Garber	For	For	A vote FOR the director nominees is warranted.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Margaret "Peggy" L. Johnson	For	For	A vote FOR the director nominees is warranted.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Robert S. Kapito	For	For	A vote FOR the director nominees is warranted.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Cheryl D. Mills	For	For	A vote FOR the director nominees is warranted.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Gordon M. Nixon	For	For	A vote FOR the director nominees is warranted.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Kristin C. Peck	For	For	A vote FOR the director nominees is warranted.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Charles H. Robbins	For	For	A vote FOR the director nominees is warranted.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Marco Antonio Slim Domit	For	For	A vote FOR the director nominees is warranted.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Hans E. Vestberg	For	For	A vote FOR the director nominees is warranted.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Susan L. Wagner	For	For	A vote FOR the director nominees is warranted.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Mark Wilson	For	For	A vote FOR the director nominees is warranted.
BlackRock, Inc.	BLK	USA	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. There is some continuing concern surrounding the impact of committee discretion in determining total incentive pay. Although guided by performance assessments in three weighted categories, incentive pay determinations are ultimately discretionary, and the proxy lacks disclosure of per-metric weightings or quantified pre-set targets. However, there are mitigating factors identified. In particular, the application of discretion has not resulted in a quantitative pay-for-performance misalignment for the year in review. In addition, the increase in CEO performance year pay is directionally aligned with improved performance under key financial metrics that were generally consistent with the prior year, and long-term TSR outperformance. Incentives are also capped at 125 percent of the prior year's incentives, which provides some limitation on pay increases. Lastly, the large majority of equity awards are earned based on clearly disclosed multi-year goals. Continued close monitoring of the incentive program structure and pay outcomes is warranted, as a quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of the pay program structure.
BlackRock, Inc.	BLK	USA	25/05/2022	Ratify Auditors	Ratify Deloitte LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
BlackRock, Inc.	BLK	USA	25/05/2022	Miscellaneous Proposal -- Environmental & Social	Adopt Policies to Curtail Corporate Activities that Externalize Social and Environmental Costs	Against	Against	A vote AGAINST this proposal is warranted. The proposal is overly broad in scope, and such disclosure is not a standard industry practice at this time.
Ball Corporation	BLL	USA	27/04/2022	Elect Director	Elect Director Dune E. Ives	For	For	A vote FOR the director nominees is warranted.
Ball Corporation	BLL	USA	27/04/2022	Elect Director	Elect Director Georgia R. Nelson	For	For	A vote FOR the director nominees is warranted.
Ball Corporation	BLL	USA	27/04/2022	Elect Director	Elect Director Cynthia A. Niekamp	For	For	A vote FOR the director nominees is warranted.
Ball Corporation	BLL	USA	27/04/2022	Elect Director	Elect Director Todd A. Penegor	For	For	A vote FOR the director nominees is warranted.
Ball Corporation	BLL	USA	27/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Ball Corporation	BLL	USA	27/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. While the goal-setting formula in the STI program may result in non-rigorous targets, annual incentives are based entirely on a pre-set financial goal, and the majority of long-term incentives depend on multi-year performance. Further, pay and performance are reasonably aligned at this time.
Ball Corporation	BLL	USA	27/04/2022	Declassify the Board of Directors	Declassify the Board of Directors	For	For	A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.
Ball Corporation	BLL	USA	27/04/2022	Amend Articles/Charter Governance-Related	Amend Articles of Incorporation to Permit Shareholders to Amend Bylaws	For	For	A vote FOR this proposal is warranted, as allowing shareholders to amend the bylaws represents an enhancement to shareholder rights.
The British Land Co. Plc	BLND	United Kingdom	13/07/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
The British Land Co. Plc	BLND	United Kingdom	13/07/2021	Elect Director	Re-elect Tim Score as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
The British Land Co. Plc	BLND	United Kingdom	13/07/2021	Elect Director	Re-elect Laura Wade-Gary as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
The British Land Co. Plc	BLND	United Kingdom	13/07/2021	Elect Director	Elect Loraine Woodhouse as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
The British Land Co. Plc	BLND	United Kingdom	13/07/2021	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
The British Land Co. Plc	BLND	United Kingdom	13/07/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
The British Land Co. Plc	BLND	United Kingdom	13/07/2021	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
The British Land Co. Plc	BLND	United Kingdom	13/07/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
The British Land Co. Plc	BLND	United Kingdom	13/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
The British Land Co. Plc	BLND	United Kingdom	13/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
The British Land Co. Plc	BLND	United Kingdom	13/07/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
The British Land Co. Plc	BLND	United Kingdom	13/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted, although it is not without concerns because: " Bonus outcomes, at approximately 53% of maximum, appear high in the context of the Company's performance. The main reasons for support are: " The Company states that it did not take on any government support, nor did it furlough any employees. " No further material concerns have been identified.
The British Land Co. Plc	BLND	United Kingdom	13/07/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
The British Land Co. Plc	BLND	United Kingdom	13/07/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
The British Land Co. Plc	BLND	United Kingdom	13/07/2021	Elect Director	Re-elect Simon Carter as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
The British Land Co. Plc	BLND	United Kingdom	13/07/2021	Elect Director	Re-elect Lynn Gladden as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
The British Land Co. Plc	BLND	United Kingdom	13/07/2021	Elect Director	Elect Irvindeer Goodhew as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
The British Land Co. Plc	BLND	United Kingdom	13/07/2021	Elect Director	Re-elect Alastair Hughes as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
The British Land Co. Plc	BLND	United Kingdom	13/07/2021	Elect Director	Re-elect Nicholas Macpherson as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
The British Land Co. Plc	BLND	United Kingdom	13/07/2021	Elect Director	Re-elect Preben Prebensen as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
B&M European Value Retail SA	BME	Luxembourg	29/07/2021	Accept Financial Statements and Statutory Reports	Receive Board Reports on the Consolidated and Unconsolidated Financial Statements and Annual Accounts	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
B&M European Value Retail SA	BME	Luxembourg	29/07/2021	Elect Director	Re-elect Peter Bamford as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
B&M European Value Retail SA	BME	Luxembourg	29/07/2021	Elect Director	Re-elect Simon Arora as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
B&M European Value Retail SA	BME	Luxembourg	29/07/2021	Elect Director	Elect Alejandro Russo as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
B&M European Value Retail SA	BME	Luxembourg	29/07/2021	Elect Director	Re-elect Ron McMillan as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
B&M European Value Retail SA	BME	Luxembourg	29/07/2021	Elect Director	Re-elect Tiffany Hall as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
B&M European Value Retail SA	BME	Luxembourg	29/07/2021	Elect Director	Re-elect Carolyn Bradley as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
B&M European Value Retail SA	BME	Luxembourg	29/07/2021	Approve Discharge of Auditors	Approve Discharge of Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
B&M European Value Retail SA	BME	Luxembourg	29/07/2021	Ratify Auditors	Reappoint KPMG Luxembourg as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
B&M European Value Retail SA	BME	Luxembourg	29/07/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
B&M European Value Retail SA	BME	Luxembourg	29/07/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
B&M European Value Retail SA	BME	Luxembourg	29/07/2021	Accept Financial Statements and Statutory Reports	Receive Consolidated and Unconsolidated Financial Statements and Annual Accounts, and Auditors' Reports Thereon	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
B&M European Value Retail SA	BME	Luxembourg	29/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
B&M European Value Retail SA	BME	Luxembourg	29/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
B&M European Value Retail SA	BME	Luxembourg	29/07/2021	Allow Electronic Distribution of Company Communications	Authorise the Company to Use Electronic Communications	For	For	A vote FOR this resolution is considered warranted.
B&M European Value Retail SA	BME	Luxembourg	29/07/2021	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
B&M European Value Retail SA	BME	Luxembourg	29/07/2021	Accept Financial Statements and Statutory Reports	Approve Unconsolidated Financial Statements and Annual Accounts	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
B&M European Value Retail SA	BME	Luxembourg	29/07/2021	Approve Allocation of Income and Dividends	Approve Allocation of Income	For	For	A vote FOR this routine resolution is considered warranted, as no significant concerns have been identified.
B&M European Value Retail SA	BME	Luxembourg	29/07/2021	Approve Dividends	Approve Dividends	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
B&M European Value Retail SA	BME	Luxembourg	29/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST this resolution is considered warranted.* The timing and appropriateness of the one-off, above-inflationary salary increase, totaling 23%, awarded to the CEO raises concerns.
B&M European Value Retail SA	BME	Luxembourg	29/07/2021	Approve Remuneration Policy	Approve Remuneration Policy	Against	Against	A vote AGAINST this resolution is warranted.* The proposed increases to maximum bonus opportunity levels raise concerns in light of the material salary increase awarded to the Executive Director.

B&M European Value Retail SA	BME	Luxembourg	29/07/2021	Approve Discharge of Board and President	Approve Discharge of Directors	For	For	A vote FOR this item is warranted, as no significant concerns have been identified.
B&M European Value Retail SA	BME	Luxembourg	29/07/2021	Elect Director	Elect Paula MacKenzie as Director	For	For	A vote FOR Paula MacKenzie is warranted as no significant concerns have been identified.
Bank of Montreal	BMO	Canada	13/04/2022	Elect Director	Elect Director Janice M. Babiak	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Bank of Montreal	BMO	Canada	13/04/2022	Elect Director	Elect Director Eric R. La Fleche	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Bank of Montreal	BMO	Canada	13/04/2022	Elect Director	Elect Director Lorraine Michelmore	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Bank of Montreal	BMO	Canada	13/04/2022	Elect Director	Elect Director Madhu Ranganathan	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Bank of Montreal	BMO	Canada	13/04/2022	Elect Director	Elect Director Darryl White	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Bank of Montreal	BMO	Canada	13/04/2022	Elect Director	Elect Director Sophie Brochu	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Bank of Montreal	BMO	Canada	13/04/2022	Elect Director	Elect Director Craig W. Broderick	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Bank of Montreal	BMO	Canada	13/04/2022	Elect Director	Elect Director George A. Cope	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Bank of Montreal	BMO	Canada	13/04/2022	Elect Director	Elect Director Stephen Dent	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Bank of Montreal	BMO	Canada	13/04/2022	Elect Director	Elect Director Christine A. Edwards	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Bank of Montreal	BMO	Canada	13/04/2022	Elect Director	Elect Director Martin S. Eichenbaum	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Bank of Montreal	BMO	Canada	13/04/2022	Elect Director	Elect Director David E. Harquail	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Bank of Montreal	BMO	Canada	13/04/2022	Elect Director	Elect Director Linda S. Huber	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Bank of Montreal	BMO	Canada	13/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (5 percent) were reasonable relative to total fees paid to the auditor.
Bank of Montreal	BMO	Canada	13/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Advisory Vote on Executive Compensation Approach	For	For	Vote FOR this non-binding advisory vote as there are no significant issues at this time.
Bank of Montreal	BMO	Canada	13/04/2022	Company-Specific--Governance-Related	SP 1: Explore the Possibility of Becoming a Benefit Company	Against	Against	A vote AGAINST this shareholder proposal is warranted at this time. The bank appears to have demonstrated its commitment to operating responsibly and sustainably and creating value for all of its stakeholders without the need to modify the bank's articles of incorporation to become a benefit company. The bank provides comprehensive disclosure about actions it has taken that show a commitment to healthy communities and sustainable and fair operations. In addition, the bank has disclosed an oversight structure in place to ensure that it is operating in an ethical, socially responsible and environmentally conscious manner. There are many unknowns associated with the benefit corporation structure and it is not clear that a conversion would cause any change in its business practices. In addition, the bank indicates that "it is not legally possible for a federally chartered bank to convert to a benefit corporation" As such, the request for the board to take steps to change the form of company incorporation does not appear to be necessary and this proposal does not warrant support.
Bank of Montreal	BMO	Canada	13/04/2022	Proposals Requesting Non-Binding Advisory Vote On Climate Change Action Plan	SP 2: Adopt an Annual Advisory Vote Policy on the Bank's Environmental and Climate Change Action Plan and Objectives	For	For	A vote FOR this proposal is warranted. Additional information on the company's plans to reduce its GHG emissions would enable investors to better understand how the company is managing its climate change related risks and allow shareholders to express their opinions on the climate risk management practices of the company.
Bank of Montreal	BMO	Canada	13/04/2022	Company-Specific -- Miscellaneous	SP 3: Adopt French as the Official Language of the Bank	Against	Against	A vote AGAINST this shareholder proposal is warranted at this time. The bank already noted that its shareholder meetings are delivered in both English and French, with shareholders able to speak and to hear the proceedings in the official language of their choice, with simultaneous interpretation available. The bank emphasizes its global presence and the fact that the vast majority of the bank's shareholders are located outside of Quebec and its employees and customers are diverse, it serves its customers in their language of choice in the communities in which bank's branches are located. The board also noted that "French is already the language of work in Quebec at the bank and it is not legally possible to amend the bank's charter." Considering the above and the fact that the bank is already complying with all laws and regulations applicable to doing business Quebec, including those that pertain to the French language, the request of the proponent pertaining to amend bank's by-laws to include French as the official language of the bank appears to be overly prescriptive and hence a vote AGAINST this shareholder proposal is warranted at this time.
Bank of Montreal	BMO	Canada	13/04/2022	Sustainability Activities and Action	SP 4: Adopt a Policy to Ensure the Bank's Financing is Consistent with IEA's Net Zero Emissions by 2050 Scenario	Against	Against	Vote AGAINST the proposal. Canadian banks have accelerated their climate actions recently amid the increasing signals from the national regulator. Currently, none of the six major Canadian banks has modified its fossil fuel policy providing a blanket exclusion to all new fossil fuel transactions. All the banks have similar fossil fuel policy and BMO is at par with its direct peers. In addition, the proposal requests implementation by the end of 2022. Timewise, this is deemed too prescriptive. As such, the shareholder proposal is not supported.
Bristol-Myers Squibb Company	BMJ	USA	3/05/2022	Elect Director	Elect Director Peter J. Arduini	For	For	A vote FOR the director nominees is warranted.
Bristol-Myers Squibb Company	BMJ	USA	3/05/2022	Elect Director	Elect Director Giovanni Caforio	For	For	A vote FOR the director nominees is warranted.
Bristol-Myers Squibb Company	BMJ	USA	3/05/2022	Elect Director	Elect Director Julie A. Haller	For	For	A vote FOR the director nominees is warranted.
Bristol-Myers Squibb Company	BMJ	USA	3/05/2022	Elect Director	Elect Director Manuel Hidalgo Medina	For	For	A vote FOR the director nominees is warranted.
Bristol-Myers Squibb Company	BMJ	USA	3/05/2022	Elect Director	Elect Director Paula A. Price	For	For	A vote FOR the director nominees is warranted.
Bristol-Myers Squibb Company	BMJ	USA	3/05/2022	Elect Director	Elect Director Derica W. Rice	For	For	A vote FOR the director nominees is warranted.
Bristol-Myers Squibb Company	BMJ	USA	3/05/2022	Elect Director	Elect Director Theodore R. Samuels	For	For	A vote FOR the director nominees is warranted.
Bristol-Myers Squibb Company	BMJ	USA	3/05/2022	Elect Director	Elect Director Gerald L. Storch	For	For	A vote FOR the director nominees is warranted.
Bristol-Myers Squibb Company	BMJ	USA	3/05/2022	Elect Director	Elect Director Karen H. Voudsen	For	For	A vote FOR the director nominees is warranted.
Bristol-Myers Squibb Company	BMJ	USA	3/05/2022	Elect Director	Elect Director Phyllis R. Yale	For	For	A vote FOR the director nominees is warranted.
Bristol-Myers Squibb Company	BMJ	USA	3/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.
Bristol-Myers Squibb Company	BMJ	USA	3/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Bristol-Myers Squibb Company	BMJ	USA	3/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted. Lowering the ownership threshold from 15 percent to 10 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.
Bristol-Myers Squibb Company	BMJ	USA	3/05/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
BNP Paribas SA	BNP	France	17/05/2022	Accept Financial Statements and Statutory Reports	Approve Financial Statements and Statutory Reports	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
BNP Paribas SA	BNP	France	17/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Directors	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
BNP Paribas SA	BNP	France	17/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Chairman of the Board	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
BNP Paribas SA	BNP	France	17/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of CEO and Vice-CEOs	For	For	A vote FOR the proposed remuneration policy is warranted although the following concerns are raised: * The proposed policy includes a significant salary increase. * The elasticity of bonus payouts in case of deteriorating performances could be limited. The main reason for support is: * The rationale for the increase, based on evolution of employees' remunerations, is deemed acceptable.
BNP Paribas SA	BNP	France	17/05/2022	Remuneration-Related	Approve Compensation Report of Corporate Officers	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
BNP Paribas SA	BNP	France	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Jean Lemierre, Chairman of the Board	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
BNP Paribas SA	BNP	France	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Jean-Laurent Bonafie, CEO	For	For	Votes FOR these remuneration reports are warranted although the following concerns are raised: * The financial performance conditions attached to the bonus are deemed to lack stringency; and * The level of achievement of qualitative criteria attached to the bonus is unclear. The main reason for support is: * There are no other concerns.
BNP Paribas SA	BNP	France	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Philippe Bordenave, Vice-CEO Until 18 May 2021	For	For	Votes FOR these remuneration reports are warranted although the following concerns are raised: * The financial performance conditions attached to the bonus are deemed to lack stringency; and * The level of achievement of qualitative criteria attached to the bonus is unclear. The main reason for support is: * There are no other concerns.
BNP Paribas SA	BNP	France	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Yann Gerardin, Vice-CEO Since 18 May 2021	For	For	Votes FOR these remuneration reports are warranted although the following concerns are raised: * The financial performance conditions attached to the bonus are deemed to lack stringency; and * The level of achievement of qualitative criteria attached to the bonus is unclear. The main reason for support is: * There are no other concerns.
BNP Paribas SA	BNP	France	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Thierry Laborde, Vice-CEO Since 18 May 2021	For	For	Votes FOR these remuneration reports are warranted although the following concerns are raised: * The financial performance conditions attached to the bonus are deemed to lack stringency; and * The level of achievement of qualitative criteria attached to the bonus is unclear. The main reason for support is: * There are no other concerns.
BNP Paribas SA	BNP	France	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
BNP Paribas SA	BNP	France	17/05/2022	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated Financial Statements and Statutory Reports	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
BNP Paribas SA	BNP	France	17/05/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.54 Million	For	For	A vote FOR is warranted since the proposed amount remains in line with French market practices.
BNP Paribas SA	BNP	France	17/05/2022	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 985 Million	For	For	Votes FOR are warranted for all these authorizations as they are in line with the recommended 50/10-percent guidelines for issuances with and without preemptive rights (Items 21-23). Votes FOR the total limits proposed under Items 24 and 26 are warranted as they limit shareholder dilution under all authorizations together.
BNP Paribas SA	BNP	France	17/05/2022	Authorize Capital Increase for Future Share Exchange Offers	Authorize Capital Increase of Up to EUR 240 Million for Future Exchange Offers	For	For	Votes FOR are warranted for all these authorizations as they are in line with the recommended 50/10-percent guidelines for issuances with and without preemptive rights (Items 21-23). Votes FOR the total limits proposed under Items 24 and 26 are warranted as they limit shareholder dilution under all authorizations together.
BNP Paribas SA	BNP	France	17/05/2022	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	Votes FOR are warranted for all these authorizations as they are in line with the recommended 50/10-percent guidelines for issuances with and without preemptive rights (Items 21-23). Votes FOR the total limits proposed under Items 24 and 26 are warranted as they limit shareholder dilution under all authorizations together.
BNP Paribas SA	BNP	France	17/05/2022	Set Global Limit for Capital Increase to Result From All Issuance Requests	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 22 and 23 at EUR 240 Million	For	For	Votes FOR are warranted for all these authorizations as they are in line with the recommended 50/10-percent guidelines for issuances with and without preemptive rights (Items 21-23). Votes FOR the total limits proposed under Items 24 and 26 are warranted as they limit shareholder dilution under all authorizations together.
BNP Paribas SA	BNP	France	17/05/2022	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Authorize Capitalization of Reserves of Up to EUR 985 Million for Bonus Issue or Increase in Par Value	For	For	A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.
BNP Paribas SA	BNP	France	17/05/2022	Set Global Limit for Capital Increase to Result From All Issuance Requests	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21 and 23 at EUR 985 Million	For	For	Votes FOR are warranted for all these authorizations as they are in line with the recommended 50/10-percent guidelines for issuances with and without preemptive rights (Items 21-23). Votes FOR the total limits proposed under Items 24 and 26 are warranted as they limit shareholder dilution under all authorizations together.
BNP Paribas SA	BNP	France	17/05/2022	Approve Qualified Employee Stock Purchase Plan	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	A vote FOR this proposal is warranted as it does not raise concerns.

BNP Paribas SA	BNP	France	17/05/2022	Approve Reduction in Share Capital	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.
BNP Paribas SA	BNP	France	17/05/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Filing of Required Documents/Other Formalities	For	For	A vote FOR this routine item is warranted.
BNP Paribas SA	BNP	France	17/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 3.67 per Share	For	For	A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.
BNP Paribas SA	BNP	France	17/05/2022	Approve Special Auditors' Report Regarding Related-Party Transactions	Approve Auditors' Special Report on Related-Party Transactions	For	For	A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise any concerns.
BNP Paribas SA	BNP	France	17/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	Such share buyback programs merit a vote FOR.
BNP Paribas SA	BNP	France	17/05/2022	Elect Director	Reelect Jean Laurent Bonafie as Director	For	For	Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 7 and 9). Votes FOR the reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 60.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 75.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 6 and 8).
BNP Paribas SA	BNP	France	17/05/2022	Elect Director	Reelect Marion Gullou as Director	For	For	Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 7 and 9). Votes FOR the reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 60.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 75.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 6 and 8).
BNP Paribas SA	BNP	France	17/05/2022	Elect Director	Reelect Michel Tilmant as Director	For	For	Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 7 and 9). Votes FOR the reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 60.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 75.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 6 and 8).
BNP Paribas SA	BNP	France	17/05/2022	Elect Director	Elect Lieve Logghe as Director	For	For	Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 7 and 9). Votes FOR the reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 60.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 75.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 6 and 8).
The Bank of Nova Scotia	BNS	Canada	5/04/2022	Elect Director	Elect Director Nora A. Aufreiter	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Bank of Nova Scotia	BNS	Canada	5/04/2022	Elect Director	Elect Director Calin Rovinescu	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Bank of Nova Scotia	BNS	Canada	5/04/2022	Elect Director	Elect Director Susan L. Segal	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Bank of Nova Scotia	BNS	Canada	5/04/2022	Elect Director	Elect Director L. Scott Thomson	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Bank of Nova Scotia	BNS	Canada	5/04/2022	Elect Director	Elect Director Berita M. Warmbold	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Bank of Nova Scotia	BNS	Canada	5/04/2022	Elect Director	Elect Director Guillermo E. Babatz	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Bank of Nova Scotia	BNS	Canada	5/04/2022	Elect Director	Elect Director Scott B. Bonham	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Bank of Nova Scotia	BNS	Canada	5/04/2022	Elect Director	Elect Director Daniel (Don) H. Callahan	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Bank of Nova Scotia	BNS	Canada	5/04/2022	Elect Director	Elect Director Lynn K. Platterson	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Bank of Nova Scotia	BNS	Canada	5/04/2022	Elect Director	Elect Director Michael D. Penner	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Bank of Nova Scotia	BNS	Canada	5/04/2022	Elect Director	Elect Director Brian J. Porter	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Bank of Nova Scotia	BNS	Canada	5/04/2022	Elect Director	Elect Director Una M. Power	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Bank of Nova Scotia	BNS	Canada	5/04/2022	Elect Director	Elect Director Aaron W. Regent	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Bank of Nova Scotia	BNS	Canada	5/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (1 percent) were reasonable relative to total fees paid to the auditor.
The Bank of Nova Scotia	BNS	Canada	5/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote on Executive Compensation Approach	For	For	Vote FOR this non-binding advisory vote. The high concern level identified through the quantitative pay-for-performance screen, based on RDA, has been reduced to medium based on the bank's enhanced disclosure regarding CEO's incentive compensation program, its shareholder engagement efforts and overall improved performance. In addition, the bank made several downward adjustments to determine the performance factor of incentive compensation to offset the favourable impacts on performance from lower-than-expected provisions for credit losses as well as pandemic-related costs and from the restructuring and other provisions. Furthermore, the bank extensively engaged with its shareholders and has taken various actions to address shareholder concerns following last year's low say-on-pay vote support level.
The Bank of Nova Scotia	BNS	Canada	5/04/2022	Amend Executive Share Option Plan	Amend Stock Option Plan Re: Number of Issuable Shares	For	For	Based on the Equity Plan Score Card evaluation (EPSC), vote FOR this stock option plan.
The Bank of Nova Scotia	BNS	Canada	5/04/2022	Amend Executive Share Option Plan	Amend Stock Option Plan Re: Amending Provisions of the Plan	For	For	Based on the Equity Plan Score Card evaluation (EPSC), vote FOR this stock option plan.
The Bank of Nova Scotia	BNS	Canada	5/04/2022	Company-Specific--Governance-Related	SP 1: Explore the Possibility of Becoming a Benefit Company	Against	Against	Vote AGAINST this shareholder proposal. The board argues that the bank already operates in a way that promotes the interests of its various stakeholders and its principled approach to corporate governance is the foundation that instills trust, protects the interests of shareholders, and maintains the confidence of its employees, customers and communities. The bank provides comprehensive disclosure about actions it has taken that show a commitment to healthy communities and sustainable and fair operations. In addition, the bank has disclosed an oversight structure in place to ensure that it is operating in an ethical, socially responsible and environmentally conscious manner. There are many unknowns associated with the benefit corporation structure and it is not clear that a conversion without management support would cause any change in its business practices. As such, the request for the board to take steps to change the form of company incorporation does not appear to be necessary and this proposal does not warrant support.
The Bank of Nova Scotia	BNS	Canada	5/04/2022	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	SP 2: Adopt an Annual Advisory Vote Policy on the Bank's Environmental and Climate Change Action Plan	For	For	A vote FOR this proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change related risks and it would allow shareholders to express their opinions on the climate risk management practices of the company.
The Bank of Nova Scotia	BNS	Canada	5/04/2022	Establish Environmental/Social Issue Board Committee	SP 3: Set Up a Climate Change and Environment Committee	For	For	By establishing a dedicated Climate Change and Environment Committee, the company will have a centralized device to continue, ensure, and promote its environmental policies and initiatives. The adoption of this resolution will also solidify the company's position among its peers as an industry leader in this area of environmental sustainability. As such, support FOR this proposal is warranted.
The Bank of Nova Scotia	BNS	Canada	5/04/2022	Company-Specific -- Miscellaneous	SP 4: Adopt French as the Official Language of the Bank	Against	Against	A vote AGAINST this shareholder proposal is warranted at this time. The bank already noted that all of its shareholder meetings have been held in French and intends to continue to do so in future. In addition, all meeting materials are available in French and English and all shareholders at the meetings are encouraged to ask questions and vote in the language of their choice. Considering the above and the fact that the bank is already complying with all laws and regulations applicable to its banking business in Quebec, including those that pertain to the French language, the request of the proponent pertaining to amend bank's by-laws to include French as the official language of the bank appears to be overly prescriptive.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the Directors' report and financial statements is warranted as no significant concerns have been identified.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorize Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no significant concerns regarding this proposal.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted, although it is not without concerns: * The performance outcomes in relation to the recalibrated annual bonus scorecard for the year under review raises concerns on whether the targets were appropriately stretching; and * There is scope for improved disclosure on qualitative measures attached to the variable incentives. The main reasons for support are: * There is no disconnect between pay and performance or the shareholder experience; and * No other material concerns have been identified.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Elect Director	Re-elect Peter Ventress as Director	For	Against	Votes AGAINST incumbent Nominating Committee chair Peter Ventress are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Elect Director	Re-elect Frank van Zanten as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Peter Ventress are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Elect Director	Re-elect Richard Howes as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Peter Ventress are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Elect Director	Re-elect Vanda Murray as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Peter Ventress are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Elect Director	Re-elect Lloyd Pitchford as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Peter Ventress are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Elect Director	Re-elect Stephan Nanninga as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Peter Ventress are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Elect Director	Re-elect Vin Murria as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Peter Ventress are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Bank of Queensland Ltd.	BOQ	Australia	7/12/2021	Elect Director	Elect Mickie Rosen as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.
Bank of Queensland Ltd.	BOQ	Australia	7/12/2021	Elect Director	Elect Deborah Kierns as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.
Bank of Queensland Ltd.	BOQ	Australia	7/12/2021	Elect Director	Elect Jennifer Fagg as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.

Bank of Queensland Ltd.	BOQ	Australia	7/12/2021	Approve Share Plan Grant	Approve Grant of Performance Shares and Premium Priced Options to George Frazis	For	For	A vote FOR the grant of performance shares and premium priced options to the CEO is warranted.* These represent the short-term and long-term components of the CEO's variable remuneration, delivered in the form of equity grants at values that are in line with market.* Vesting is subject to financial and non-financial measures and in the case of options there is an absolute share price hurdle.* The awards have appropriate performance periods and trading restrictions consistent with regulatory requirements for remuneration of banking executives and corporate governance expectations of shareholders in the Australian market. However, shareholder concerns include: "Shareholders are being requested to give upfront approval for a maximum grant of performance shares, where the performance and ultimate vesting will be assessed at the end of the FY22. No rationale has been provided why approval is sought in advance, given that such advance approval represents a material deviate from widely accepted market practice in this market where companies assess performance and make their STI grants at the completion of the performance period.* The is no disclosure of any specific and quantified performance measures for the performance shares, which limits shareholder transparency of the award, especially given that the company is asking shareholder approval for grants in respect of which limited information is provided.
Bank of Queensland Ltd.	BOQ	Australia	7/12/2021	Approve Omnibus Stock Plan	Approve BOQ Equity Incentive Plan	For	For	A vote FOR this resolution is warranted as no material corporate governance issues with respect to the EIP have been observed.
Bank of Queensland Ltd.	BOQ	Australia	7/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted. No material disconnect between pay and performance and shareholder outcomes has been observed in the quantitative pay for performance analysis. However, some shareholder concerns include: "Inferior and poor disclosure in the FY21 STI, given and absence of disclosure of specific and quantified targets measures which prevents shareholders from independently assessing the rigor of targets, performance, and bonuses.* Proposed fixed remuneration and director fee increases are high and well above general salary inflation, and" The company has not adopted a minimum shareholding requirement for senior executives.
Bank of Queensland Ltd.	BOQ	Australia	7/12/2021	Ratify Auditors	Appoint PricewaterhouseCoopers as Auditor of the Company	For	For	Qualified support FOR the appointment of PricewaterhouseCoopers as the company's auditor is warranted. The current auditor, KPMG, has been in the role for over 30 years and a new auditor is considered by the board to be appropriate. The qualification is warranted to raise concerns in media report regarding PwC's audit processes and staffing. A PwC spokesperson stated that steps have been taken to address these issues.
BP Plc	BP	United Kingdom	12/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
BP Plc	BP	United Kingdom	12/05/2022	Elect Director	Re-elect Sir John Sawers as Director	For	For	A vote FOR these candidates is considered warranted, as no material concerns have been identified.
BP Plc	BP	United Kingdom	12/05/2022	Elect Director	Re-elect Tushar Morzaria as Director	For	For	A vote FOR these candidates is considered warranted, as no material concerns have been identified.
BP Plc	BP	United Kingdom	12/05/2022	Elect Director	Re-elect Karen Richardson as Director	For	For	A vote FOR these candidates is considered warranted, as no material concerns have been identified.
BP Plc	BP	United Kingdom	12/05/2022	Elect Director	Re-elect Johannes Teysse as Director	For	For	A vote FOR these candidates is considered warranted, as no material concerns have been identified.
BP Plc	BP	United Kingdom	12/05/2022	Ratify Auditors	Reappoint Deloitte LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
BP Plc	BP	United Kingdom	12/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
BP Plc	BP	United Kingdom	12/05/2022	Approve Bonus Matching Plan	Approve ShareMatch UK Plan	For	For	A vote FOR this item is considered warranted, as no material concerns have been identified.
BP Plc	BP	United Kingdom	12/05/2022	Approve Qualified Employee Stock Purchase Plan	Approve Sharesave UK Plan	For	For	A vote FOR this item is considered warranted, as no material concerns have been identified.
BP Plc	BP	United Kingdom	12/05/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
BP Plc	BP	United Kingdom	12/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
BP Plc	BP	United Kingdom	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted, although it is not without concern because: " The CFO received an above inflationary salary increase for the second consecutive year. The main reasons for support are: " The Company's policy is to set below-market salary levels for internal appointments and then reward progression in the role. This is recognised as positive, and the revised salary level is not considered excessive; and " No other material concerns have been identified.
BP Plc	BP	United Kingdom	12/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
BP Plc	BP	United Kingdom	12/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
BP Plc	BP	United Kingdom	12/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
BP Plc	BP	United Kingdom	12/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
BP Plc	BP	United Kingdom	12/05/2022	GHG Emissions	Approve Shareholder Resolution on Climate Change Targets	For	For	A vote FOR this resolution is considered warranted as the setting and publication of targets would aid shareholders in understanding the company's assessment of how it could reduce its carbon footprint in alignment with greenhouse gas reductions necessary to achieve the Paris Agreement goal of maintaining global warming well below 2 degrees Celsius.
BP Plc	BP	United Kingdom	12/05/2022	Management Climate-Related Proposal	Approve Net Zero - From Ambition to Action Report	Against	Against	A vote AGAINST this resolution is warranted because: " The Scope 3 emissions are not disclosed in their entirety, which limits full analysis of the targets; " The Company used intensity targets for its marketed energy products, rather than absolute downstream Scope 3 targets; and " The company has not fully committed to a regular say-on-climate shareholders' vote.
BP Plc	BP	United Kingdom	12/05/2022	Elect Director	Re-elect Helge Lund as Director	For	For	A vote FOR these candidates is considered warranted, as no material concerns have been identified.
BP Plc	BP	United Kingdom	12/05/2022	Elect Director	Re-elect Bernard Looney as Director	For	For	A vote FOR these candidates is considered warranted, as no material concerns have been identified.
BP Plc	BP	United Kingdom	12/05/2022	Elect Director	Re-elect Murray Auchincloss as Director	For	For	A vote FOR these candidates is considered warranted, as no material concerns have been identified.
BP Plc	BP	United Kingdom	12/05/2022	Elect Director	Re-elect Paula Reynolds as Director	For	For	A vote FOR these candidates is considered warranted, as no material concerns have been identified.
BP Plc	BP	United Kingdom	12/05/2022	Elect Director	Re-elect Pamela Daley as Director	For	For	A vote FOR these candidates is considered warranted, as no material concerns have been identified.
BP Plc	BP	United Kingdom	12/05/2022	Elect Director	Re-elect Melody Meyer as Director	For	For	A vote FOR these candidates is considered warranted, as no material concerns have been identified.
Beach Energy Limited	BPT	Australia	10/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted. The remuneration framework is unchanged from the prior year and no material misalignment between pay and performance and shareholder outcomes has been identified in the reporting period. Further, no STI bonuses were paid, and senior executives and non-executives agreed to a 10-percent reduction in base pay for the first six months of FY21. Qualification is to highlight the continued absence of disclosure regarding specific and quantified performance measures (at thresholds, target and stretch) attached to the STI. Without such information, shareholders are not able to independently assess the rigor of hurdles.
Beach Energy Limited	BPT	Australia	10/11/2021	Elect Director	Elect Margaret Hall as Director	For	For	A qualified vote FOR the election of Margaret Hall is warranted. Whilst Ms Hall is a non-independent director on a board that is not majority independent (only 50-percent independent), she is the CEO of Seven Group Holdings Energy, a subsidiary of Seven Group Holdings Ltd., which is a substantial shareholder owning 30.02 percent of the company's shares. As a result, Seven Group's representation on the board of 25 percent is not considered to be disproportionate to its shareholding.
Beach Energy Limited	BPT	Australia	10/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Matthew Kay Under the Beach 2021 Long Term Incentive Offer	For	For	A vote FOR the issue of performance rights under the FY21 LTI is warranted given the structure of the LTI grant is reasonably aligned with longer term shareholder interests with a performance period of three years being at the minimum accepted in the Australian and a relative TSR performance measure.
Burberry Group Plc	BRBY	United Kingdom	14/07/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Burberry Group Plc	BRBY	United Kingdom	14/07/2021	Elect Director	Re-elect Matthew Key as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Burberry Group Plc	BRBY	United Kingdom	14/07/2021	Elect Director	Re-elect Debra Lee as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Burberry Group Plc	BRBY	United Kingdom	14/07/2021	Elect Director	Re-elect Dame Carolyn McCall as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Burberry Group Plc	BRBY	United Kingdom	14/07/2021	Elect Director	Re-elect Orna NiChionna as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Burberry Group Plc	BRBY	United Kingdom	14/07/2021	Elect Director	Elect Antoine de Saint-Affrique as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Burberry Group Plc	BRBY	United Kingdom	14/07/2021	Ratify Auditors	Reappoint Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Burberry Group Plc	BRBY	United Kingdom	14/07/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Burberry Group Plc	BRBY	United Kingdom	14/07/2021	Approve/Amend All Employee Share Schemes	Approve International Free Share Plan	For	For	A vote FOR this item is considered warranted, in the absence of any overriding concerns.
Burberry Group Plc	BRBY	United Kingdom	14/07/2021	Approve/Amend All Employee Share Schemes	Approve Share Incentive Plan	For	For	A vote FOR this item is considered warranted, in the absence of any significant concerns.
Burberry Group Plc	BRBY	United Kingdom	14/07/2021	Approve Qualified Employee Stock Purchase Plan	Approve Sharesave Plan	For	For	A vote FOR this tax-approved plan is warranted because it is broad-based and no corporate governance concerns have been identified.
Burberry Group Plc	BRBY	United Kingdom	14/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted in the absence of any overriding concerns.
Burberry Group Plc	BRBY	United Kingdom	14/07/2021	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Burberry Group Plc	BRBY	United Kingdom	14/07/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Burberry Group Plc	BRBY	United Kingdom	14/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Burberry Group Plc	BRBY	United Kingdom	14/07/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Burberry Group Plc	BRBY	United Kingdom	14/07/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Burberry Group Plc	BRBY	United Kingdom	14/07/2021	Adopt New Articles of Association/Charter	Adopt New Articles of Association	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Burberry Group Plc	BRBY	United Kingdom	14/07/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Burberry Group Plc	BRBY	United Kingdom	14/07/2021	Elect Director	Re-elect Dr Gerry Murphy as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Burberry Group Plc	BRBY	United Kingdom	14/07/2021	Elect Director	Re-elect Marco Gobbi as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Burberry Group Plc	BRBY	United Kingdom	14/07/2021	Elect Director	Re-elect Julie Brown as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Burberry Group Plc	BRBY	United Kingdom	14/07/2021	Elect Director	Re-elect Fabiola Arredondo as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Burberry Group Plc	BRBY	United Kingdom	14/07/2021	Elect Director	Re-elect Sam Fischer as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Burberry Group Plc	BRBY	United Kingdom	14/07/2021	Elect Director	Re-elect Ron Frasch as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.

Breville Group Limited	BRG	Australia	11/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted. Although concerns are noted as follows, pay and performance and shareholder outcomes appear reasonably aligned for the year under review: "The CEO's total pay is more than twice the CEO pay at companies of similar industry and size, which may result in a pay-for-performance misalignment in the future;" "The grant of deferred share rights to the CEO as part of fixed pay appears to be made in advance for FY25. This has the advantage to receive any share price appreciation before actually becoming entitled to the fixed remuneration beyond the first year.;" "While the CEO's FY21 total fixed pay (including deferred share rights) is not considered excessive at this time, it warrants continued monitoring as it is expected to increase substantially to \$2.2 million in FY22 and by \$350,000 in FY23;" "The specific and quantified targets and weightings used to determine STI are not disclosed, making it difficult to evaluate whether the performance measures are sufficiently challenging.;" "The FY21 LTI awards were not put to shareholder vote before the grant, representing a non-conformance with accepted market practice and shareholder interests. While there is an ASX listing rule exemption, many companies and shareholders acknowledged that good governance practice is to put LTI awards to shareholders for approval.;" "The CEO's LTI is also substantially higher compared to peers; and" "The LTI performance hurdles are undisclosed and LTI is no longer subject to a relative performance metric.
Breville Group Limited	BRG	Australia	11/11/2021	Elect Director	Elect Peter Cowan as Director	For	For	A vote FOR independent non-executive directors Peter Cowan (Item 3) and Lawrence Myers (Item 4) is warranted as no material issues have been identified regarding board and committee composition resulting from their nomination.
Breville Group Limited	BRG	Australia	11/11/2021	Elect Director	Elect Lawrence Myers as Director	For	For	A vote FOR independent non-executive directors Peter Cowan (Item 3) and Lawrence Myers (Item 4) is warranted as no material issues have been identified regarding board and committee composition resulting from their nomination.
Breville Group Limited	BRG	Australia	11/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights and Deferred Share Rights to Jim Clayton	Against	Against	A vote AGAINST the grant of performance rights and deferred share rights to Mr Clayton is warranted because: "The performance rights are not subject to any relative performance measure as in the FY21 LTI. Rather, the proposed LTI is equally based on absolute CAGR in EBIT and sales growth CAGR.;" Cliff vesting (all or nothing approach) appears to apply to the CAGR in EBIT metric. Such vesting schedules are not in line with market practice as alignment with investor interests is better served with a graduated scale for vesting, providing for a higher bonus at a corresponding higher level of performance. Under an all-or-nothing approach, once the target is achieved there is no incentive for higher levels of achievement.;" The performance hurdles for performance rights are not disclosed, which makes it currently impossible for shareholders to make an informed decision whether or not the executive will only be provided a reward for materially improved company performance.;" The quantum (\$2.1 million) of performance rights is excessive compared to peers.;" The deferred share rights represent a part of the fixed remuneration component of the CEO's pay package for FY23, FY24, FY25 and FY26, and will be granted in three separate tranches of 12,077 rights (additional deferred share rights for FY23 to FY25) and one tranche of 29,330 rights for FY26. Advance grant of deferred share rights enables the executive to receive the upside of any share price appreciation prior to becoming entitled to the award; and" In the event of a change in control, unvested performance rights and deferred share rights will vest in full.
Breville Group Limited	BRG	Australia	11/11/2021	Approve or Amend Severance Agreements/Change-in-Control Agreements	Approve Potential Termination Benefits	For	For	A vote FOR this resolution is warranted. The potential termination benefits that may be paid are in accordance with executive's new employment agreement and the potential benefits framework appears reasonable and in line with market norms and expectations.
Breville Group Limited	BRG	Australia	11/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Increase of Non-Executive Director Fee Pool	For	For	A vote FOR this resolution is warranted as the current headroom may not be sufficient to provide future flexibility to attract and retain directors considering the recent increase in director fees, and the proposed increase is not considered excessive. Also, overall non-executive director fees are not considered excessive at this time.
Berkshire Hathaway Inc.	BRK.B	USA	30/04/2022	Elect Director	Elect Director Warren E. Buffett	Withhold	Withhold	WITHHOLD votes are warranted for Chair and CEO Warren Buffett, Lead Independent Director and Audit Committee Chair Susan Decker, Audit Committee member Meryl Witmer, Director and Vice-Chairman of insurance operations Ajit Jain, and Director and Vice Chairman of non-insurance operations Gregory Abel as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. The company's BHE subsidiary is a laggard in its industry as it does not set near-term and long-term GHG emissions targets, commit to being net-zero by 2050, or report its climate-related risks and opportunities along TCFD guidelines. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. A vote FOR the other director nominees is warranted.
Berkshire Hathaway Inc.	BRK.B	USA	30/04/2022	Elect Director	Elect Director David S. Gottesman	Withhold	Withhold	WITHHOLD votes are warranted for Chair and CEO Warren Buffett, Lead Independent Director and Audit Committee Chair Susan Decker, Audit Committee member Meryl Witmer, Director and Vice-Chairman of insurance operations Ajit Jain, and Director and Vice Chairman of non-insurance operations Gregory Abel as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. The company's BHE subsidiary is a laggard in its industry as it does not set near-term and long-term GHG emissions targets, commit to being net-zero by 2050, or report its climate-related risks and opportunities along TCFD guidelines. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. A vote FOR the other director nominees is warranted.
Berkshire Hathaway Inc.	BRK.B	USA	30/04/2022	Elect Director	Elect Director Charlotte Guyman	Withhold	Withhold	WITHHOLD votes are warranted for Chair and CEO Warren Buffett, Lead Independent Director and Audit Committee Chair Susan Decker, Audit Committee member Meryl Witmer, Director and Vice-Chairman of insurance operations Ajit Jain, and Director and Vice Chairman of non-insurance operations Gregory Abel as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. The company's BHE subsidiary is a laggard in its industry as it does not set near-term and long-term GHG emissions targets, commit to being net-zero by 2050, or report its climate-related risks and opportunities along TCFD guidelines. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. A vote FOR the other director nominees is warranted.
Berkshire Hathaway Inc.	BRK.B	USA	30/04/2022	Elect Director	Elect Director Ajit Jain	Withhold	Withhold	WITHHOLD votes are warranted for Chair and CEO Warren Buffett, Lead Independent Director and Audit Committee Chair Susan Decker, Audit Committee member Meryl Witmer, Director and Vice-Chairman of insurance operations Ajit Jain, and Director and Vice Chairman of non-insurance operations Gregory Abel as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. The company's BHE subsidiary is a laggard in its industry as it does not set near-term and long-term GHG emissions targets, commit to being net-zero by 2050, or report its climate-related risks and opportunities along TCFD guidelines. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. A vote FOR the other director nominees is warranted.
Berkshire Hathaway Inc.	BRK.B	USA	30/04/2022	Elect Director	Elect Director Ronald L. Olson	For	For	WITHHOLD votes are warranted for Chair and CEO Warren Buffett, Lead Independent Director and Audit Committee Chair Susan Decker, Audit Committee member Meryl Witmer, Director and Vice-Chairman of insurance operations Ajit Jain, and Director and Vice Chairman of non-insurance operations Gregory Abel as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. The company's BHE subsidiary is a laggard in its industry as it does not set near-term and long-term GHG emissions targets, commit to being net-zero by 2050, or report its climate-related risks and opportunities along TCFD guidelines. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. A vote FOR the other director nominees is warranted.
Berkshire Hathaway Inc.	BRK.B	USA	30/04/2022	Elect Director	Elect Director Wallace R. Weitz	For	For	WITHHOLD votes are warranted for Chair and CEO Warren Buffett, Lead Independent Director and Audit Committee Chair Susan Decker, Audit Committee member Meryl Witmer, Director and Vice-Chairman of insurance operations Ajit Jain, and Director and Vice Chairman of non-insurance operations Gregory Abel as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. The company's BHE subsidiary is a laggard in its industry as it does not set near-term and long-term GHG emissions targets, commit to being net-zero by 2050, or report its climate-related risks and opportunities along TCFD guidelines. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. A vote FOR the other director nominees is warranted.

Berkshire Hathaway Inc.	BRK.B	USA	30/04/2022	GHG Emissions	Report on GHG Emissions Reduction Targets	For	For	A vote FOR this proposal is warranted at this time because: * the requested report would allow shareholders to better evaluate how the company is managing emissions from Berkshire's insurance group, * the company is lagging it peers which have made public commitments, and * the report may help the company prepare for future climate regulations.
Berkshire Hathaway Inc.	BRK.B	USA	30/04/2022	Report on EEO	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	For	For	A vote FOR this resolution is warranted due to: * the absence of information regarding comprehensive company diversity-related policies, programs or metrics; and * the potential benefits for shareholders of increased reporting of diversity-related efforts and program effectiveness.
BrainChip Holdings Ltd.	BRN	USA	24/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report (Item 11) is warranted. * Quantitative pay for performance analysis indicates a low degree of concern for any misalignment. * The CEO's fixed remuneration is broadly consistent with peer groups. * Bonus outcomes do not appear materially inconsistent with the company's results, and * There were no LTIs due to vest during the year. The recommendation is qualified to highlight the following concerns: * The grant of long-term equity incentives to non-executives in addition to the director fees is inconsistent with good governance and market practice amongst ASX300 companies given that these may impact independent judgment and decision making. * Poor disclosure of STI targets, with no information on weightings and specific and quantified targets, denying shareholders transparency to independently assess the targets and performance. * Excessive termination payments (equivalent of 24 months of fixed pay) for some members of the KMP in their service contacts. * Absence of minimum shareholding guidelines for executives and directors.
BrainChip Holdings Ltd.	BRN	USA	24/05/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A qualified vote FOR this resolution is warranted. The available headroom under the current non-executive director pool is insufficient for board refreshment purposes. This recommendation is qualified to highlight the NED pay structure which includes long-term incentive awards in addition to director fees, and that the grant of long-term incentives to non-executive directors represents a material concern and inconsistency with local market corporate governance practices amongst ASX300 companies.
BrainChip Holdings Ltd.	BRN	USA	24/05/2022	Ratify Auditors	Appoint HLB Mann Judd as Auditor of the Company	For	For	A vote FOR this resolution is warranted. No matters have arisen to cast doubt on the auditor's independence and there appears to be no reason to withhold support for this resolution based on the level of non-audit fees paid to HLB Mann Judd in FY21. The company clearly explained the selection process undertaken.
BrainChip Holdings Ltd.	BRN	USA	24/05/2022	Approve the Spill Resolution	Approve the Spill Resolution	Against	Against	A vote AGAINST this resolution is warranted. The company has taken steps to address shareholder concerns after the 'first strike' at the 2021 AGM and has disclosed that following a review of its remuneration policies, the Remuneration Committee will be recommending significant changes in FY22. The company's results were improved over the prior year, and total shareholder returns have outperformed both GICS and index peers over one, three and five years.
BrainChip Holdings Ltd.	BRN	USA	24/05/2022	Elect Director	Elect Peter Van Der Made as Director	Against	Against	Votes AGAINST incumbent nominee Peter van der Made are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
BrainChip Holdings Ltd.	BRN	USA	24/05/2022	Elect Director	Elect Antonio J. Viana as Director	For	For	Votes AGAINST incumbent nominee Peter van der Made are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
BrainChip Holdings Ltd.	BRN	USA	24/05/2022	Elect Director	Elect Pia Turcinov as Director	For	For	Votes AGAINST incumbent nominee Peter van der Made are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
BrainChip Holdings Ltd.	BRN	USA	24/05/2022	Elect Director	Elect Sean Hehir as Director	For	For	Votes AGAINST incumbent nominee Peter van der Made are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
BrainChip Holdings Ltd.	BRN	USA	24/05/2022	Ratify Past Issuance of Shares	Ratify Past Issuance of Shares to LDA Capital Limited	For	For	A vote FOR this resolution is warranted. * The dilution to existing shareholders is low (0.88 percent of shares outstanding prior to the issue). * The shares were issued at a 6.43 percent premium to the closing share price of \$1.40 prior to the announcement, and * The proceeds will be used in connection with the commercialisation of the Akida technology and for general working capital.
BrainChip Holdings Ltd.	BRN	USA	24/05/2022	Adopt New Articles of Association/Charter	Adopt New Constitution	Against	Against	A vote AGAINST this resolution is warranted. Despite the majority of the proposed updates being for administrative purposes, * the new constitution includes provisions that explicitly state that the company may conduct meetings by using virtual-only means. * concerns are raised for any moves to eliminate any physical attendance at meetings, and the wording proposed in the new Constitution explicitly allow for this. Virtual-only meetings may impact shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders. Constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preference of many shareholders.
BrainChip Holdings Ltd.	BRN	USA	24/05/2022	Approve Share Plan Grant	Approve Issuance of 2 Million Restricted Stock Units to Antonio J. Viana	Against	Against	A vote AGAINST the grant of RSUs to Antonia Viara (Items 8a and 8b) and performance rights to Pia Turcinov (Items 8c and 8d) is warranted. * The grant of long-term incentives to non-executive directors represents a material corporate governance concern and inconsistent with market practice amongst ASX300 companies. * The equity awards are issued in addition to the director fees, and concerns are raised that these incentives may impact a NED's decision-making and judgment. Accepted market practice is for directors to be paid in cash or salary-sacrifice of cash fees into shares.
BrainChip Holdings Ltd.	BRN	USA	24/05/2022	Approve Share Plan Grant	Approve Issuance of 1 Million Restricted Stock Units to Antonio J. Viana	Against	Against	A vote AGAINST the grant of RSUs to Antonia Viara (Items 8a and 8b) and performance rights to Pia Turcinov (Items 8c and 8d) is warranted. * The grant of long-term incentives to non-executive directors represents a material corporate governance concern and inconsistent with market practice amongst ASX300 companies. * The equity awards are issued in addition to the director fees, and concerns are raised that these incentives may impact a NED's decision-making and judgment. Accepted market practice is for directors to be paid in cash or salary-sacrifice of cash fees into shares.
BrainChip Holdings Ltd.	BRN	USA	24/05/2022	Approve Share Plan Grant	Approve Issuance of 614,439 Performance Rights to Pia Turcinov	Against	Against	A vote AGAINST the grant of RSUs to Antonia Viara (Items 8a and 8b) and performance rights to Pia Turcinov (Items 8c and 8d) is warranted. * The grant of long-term incentives to non-executive directors represents a material corporate governance concern and inconsistent with market practice amongst ASX300 companies. * The equity awards are issued in addition to the director fees, and concerns are raised that these incentives may impact a NED's decision-making and judgment. Accepted market practice is for directors to be paid in cash or salary-sacrifice of cash fees into shares.
BrainChip Holdings Ltd.	BRN	USA	24/05/2022	Approve Share Plan Grant	Approve Issuance of 207,373 Performance Rights to Pia Turcinov	Against	Against	A vote AGAINST the grant of RSUs to Antonia Viara (Items 8a and 8b) and performance rights to Pia Turcinov (Items 8c and 8d) is warranted. * The grant of long-term incentives to non-executive directors represents a material corporate governance concern and inconsistent with market practice amongst ASX300 companies. * The equity awards are issued in addition to the director fees, and concerns are raised that these incentives may impact a NED's decision-making and judgment. Accepted market practice is for directors to be paid in cash or salary-sacrifice of cash fees into shares.
BrainChip Holdings Ltd.	BRN	USA	24/05/2022	Approve Share Plan Grant	Approve Issuance of 6 Million Restricted Stock Units to Sean Hehir	Against	Against	Item 9a A vote AGAINST the grant of 6,000,000 RSUs to Sean Hehir is warranted. * The RSUs are subject to "continuous employment" only. * Quantum is excessive. * Local market expectation is for vesting of long-term incentives to be subject to challenging performance conditions which are aligned with improved company performance and shareholder interests. * The RSUs vest in equal tranches over three years, such that short vesting is inconsistent with the long-term focus of investors expected in the Australian market. Item 9b and 9c A qualified vote FOR the grant of 1,081,730 RSUs to Sean Hehir (Item 9b.) and the grant of 1,250,000 performance rights to Peter van der Made (Item 9c.) is warranted. * The grants are subject to financial and strategic objectives with vesting after a three-year performance period, which represents an improvement over previous equity grants. * The recommendation is qualified to highlight the lack of disclosure of specific metrics and quantified targets which represents poor disclosure amongst ASX 300 companies and denies shareholders the ability to assess the rigour of the targets.
BrainChip Holdings Ltd.	BRN	USA	24/05/2022	Approve Share Plan Grant	Approve Issuance of 1.08 Million Restricted Stock Units to Sean Hehir	For	For	Item 9a A vote AGAINST the grant of 6,000,000 RSUs to Sean Hehir is warranted. * The RSUs are subject to "continuous employment" only. * Quantum is excessive. * Local market expectation is for vesting of long-term incentives to be subject to challenging performance conditions which are aligned with improved company performance and shareholder interests. * The RSUs vest in equal tranches over three years, such that short vesting is inconsistent with the long-term focus of investors expected in the Australian market. Item 9b and 9c A qualified vote FOR the grant of 1,081,730 RSUs to Sean Hehir (Item 9b.) and the grant of 1,250,000 performance rights to Peter van der Made (Item 9c.) is warranted. * The grants are subject to financial and strategic objectives with vesting after a three-year performance period, which represents an improvement over previous equity grants. * The recommendation is qualified to highlight the lack of disclosure of specific metrics and quantified targets which represents poor disclosure amongst ASX 300 companies and denies shareholders the ability to assess the rigour of the targets.
BrainChip Holdings Ltd.	BRN	USA	24/05/2022	Approve Share Plan Grant	Approve Issuance of Performance Rights to Peter Van Der Made	For	For	Item 9a A vote AGAINST the grant of 6,000,000 RSUs to Sean Hehir is warranted. * The RSUs are subject to "continuous employment" only. * Quantum is excessive. * Local market expectation is for vesting of long-term incentives to be subject to challenging performance conditions which are aligned with improved company performance and shareholder interests. * The RSUs vest in equal tranches over three years, such that short vesting is inconsistent with the long-term focus of investors expected in the Australian market. Item 9b and 9c A qualified vote FOR the grant of 1,081,730 RSUs to Sean Hehir (Item 9b.) and the grant of 1,250,000 performance rights to Peter van der Made (Item 9c.) is warranted. * The grants are subject to financial and strategic objectives with vesting after a three-year performance period, which represents an improvement over previous equity grants. * The recommendation is qualified to highlight the lack of disclosure of specific metrics and quantified targets which represents poor disclosure amongst ASX 300 companies and denies shareholders the ability to assess the rigour of the targets.
Brown & Brown, Inc.	BRO	USA	4/05/2022	Elect Director	Elect Director J. Hyatt Brown	For	For	A vote FOR the director nominees is warranted.
Brown & Brown, Inc.	BRO	USA	4/05/2022	Elect Director	Elect Director H. Palmer Proctor, Jr.	For	For	A vote FOR the director nominees is warranted.
Brown & Brown, Inc.	BRO	USA	4/05/2022	Elect Director	Elect Director Wendell S. Reilly	For	For	A vote FOR the director nominees is warranted.
Brown & Brown, Inc.	BRO	USA	4/05/2022	Elect Director	Elect Director Chilton D. Varner	For	For	A vote FOR the director nominees is warranted.
Brown & Brown, Inc.	BRO	USA	4/05/2022	Elect Director	Elect Director Hugh M. Brown	For	For	A vote FOR the director nominees is warranted.
Brown & Brown, Inc.	BRO	USA	4/05/2022	Elect Director	Elect Director J. Powell Brown	For	For	A vote FOR the director nominees is warranted.
Brown & Brown, Inc.	BRO	USA	4/05/2022	Elect Director	Elect Director Lawrence L. Gellerstedt, III	For	For	A vote FOR the director nominees is warranted.
Brown & Brown, Inc.	BRO	USA	4/05/2022	Elect Director	Elect Director James C. Hays	For	For	A vote FOR the director nominees is warranted.
Brown & Brown, Inc.	BRO	USA	4/05/2022	Elect Director	Elect Director Theodore J. Hoepfner	For	For	A vote FOR the director nominees is warranted.
Brown & Brown, Inc.	BRO	USA	4/05/2022	Elect Director	Elect Director James S. Hunt	For	For	A vote FOR the director nominees is warranted.
Brown & Brown, Inc.	BRO	USA	4/05/2022	Elect Director	Elect Director Toni Jennings	For	For	A vote FOR the director nominees is warranted.
Brown & Brown, Inc.	BRO	USA	4/05/2022	Elect Director	Elect Director Timothy R.M. Main	For	For	A vote FOR the director nominees is warranted.
Brown & Brown, Inc.	BRO	USA	4/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Brown & Brown, Inc.	BRO	USA	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	After a review of the company's compensation program and practices, a vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. However, concerns are noted regarding the committee's use of discretionary awards.

Bluescope Steel Limited	BSL	Australia	18/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the adoption of the remuneration report is warranted given that no material misalignment between executive remuneration, company performance and shareholder interests has been observed for the period under review. Nevertheless, concerns existing regarding excessive allocation to non-financial measures under the STI, the targets for which are undisclosed.
Bluescope Steel Limited	BSL	Australia	18/11/2021	Elect Director	Elect Mark Hutchinson as Director	For	For	A vote FOR the election of independent board nominee Mark Hutchinson is warranted as no material issues have been identified regarding this director nominee in respect of board and committee composition, nor any wider corporate governance concerns.
Bluescope Steel Limited	BSL	Australia	18/11/2021	Approve Share Plan Grant	Approve Grant of Share Rights to Mark Vassella	For	For	A vote FOR the grant of share rights representing the deferred STI (Item 4) and alignment rights representing a conventional LTI (Item 5) is warranted because the terms of the proposed grants are not overly problematic and consistent with prior years. However, concerns are noted for the request for shareholder approval of the maximum FY22 STI when the year has not concluded and may allow executives to receive a much higher STI if the share price appreciates substantially. This is inconsistent with market practice where the STI is a dollar amount and offered at the end of the year. Added concerns are noted in the LTI given an absence of a relative performance measure and the use of cliff vesting may represent a source of concern in engaging with the board.
Bluescope Steel Limited	BSL	Australia	18/11/2021	Approve Share Plan Grant	Approve Grant of Alignment Rights to Mark Vassella	For	For	A vote FOR the grant of share rights representing the deferred STI (Item 4) and alignment rights representing a conventional LTI (Item 5) is warranted because the terms of the proposed grants are not overly problematic and consistent with prior years. However, concerns are noted for the request for shareholder approval of the maximum FY22 STI when the year has not concluded and may allow executives to receive a much higher STI if the share price appreciates substantially. This is inconsistent with market practice where the STI is a dollar amount and offered at the end of the year. Added concerns are noted in the LTI given an absence of a relative performance measure and the use of cliff vesting may represent a source of concern in engaging with the board.
Bluescope Steel Limited	BSL	Australia	18/11/2021	Approve or Amend Severance Agreements/Change-in-Control Agreements	Approve Potential Termination Benefits	For	For	A vote FOR Approval of the Potential Termination Benefits is warranted on the basis that this resolution does not seek to increase or change the company's existing policy and practices, and approval does not guarantee that a relevant person will receive termination benefits, but rather preserves the discretion of the board to determine the most appropriate termination package. However, shareholders may note the following concerns: " Upon termination of CEO/KMP employment by notice without cause, a termination payment of additional 12 months annual base pay may apply." In the case of retirement, redundancy or agreed resignation, rights under the equity incentive plans do not automatically lapse, but rather, vesting ultimately remains at the discretion of the board. Any accelerated vesting of awards without respect for time elapsed or performance conditions is not consistent with best practice or market expectations.
Bluescope Steel Limited	BSL	Australia	18/11/2021	Approve Increase in Size of Board	Approve the Increase in the Maximum Number of Directors from 10 to 12	For	For	A vote FOR this proposal is warranted as it will help to facilitate a board succession, and an overlap in directors to facilitate knowledge transfer. Shareholders may question why there is any limitation placed on how many directors that shareholders may appoint to the board, given appointment of directors is a shareholder right, which should not be limited. Such limitation represents a corporate governance concern.
Boston Scientific Corporation	BSX	USA	5/05/2022	Elect Director	Elect Director Nelda J. Connors	For	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	BSX	USA	5/05/2022	Elect Director	Elect Director Charles J. Dockendorff	For	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	BSX	USA	5/05/2022	Elect Director	Elect Director Yoshiaki Fujimori	For	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	BSX	USA	5/05/2022	Elect Director	Elect Director Donna A. James	For	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	BSX	USA	5/05/2022	Elect Director	Elect Director Edward J. Ludwig	For	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	BSX	USA	5/05/2022	Elect Director	Elect Director Michael F. Mahoney	For	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	BSX	USA	5/05/2022	Elect Director	Elect Director David J. Roux	For	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	BSX	USA	5/05/2022	Elect Director	Elect Director John E. Sununu	For	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	BSX	USA	5/05/2022	Elect Director	Elect Director David S. Wichmann	For	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	BSX	USA	5/05/2022	Elect Director	Elect Director Ellen M. Zane	For	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	BSX	USA	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR the proposal is warranted. The STI program was largely based on pre-set objective metrics with rigorous performance goals disclosed. In addition, the closing cycle relative TSR grant did not vest, in line with recent company TSR performance. However, concerns are noted regarding target-setting in the LTI program, as the relative TSR goal merely targets median performance while free cash flow only utilizes a one-year performance period.
Boston Scientific Corporation	BSX	USA	5/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Boston Scientific Corporation	BSX	USA	5/05/2022	Amend Qualified Employee Stock Purchase Plan	Amend Qualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted given that: " The purchase price is reasonable; " The shares reserved is relatively conservative; and " The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.
BT Group Plc	BT.A	United Kingdom	15/07/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
BT Group Plc	BT.A	United Kingdom	15/07/2021	Elect Director	Re-elect Matthew Key as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
BT Group Plc	BT.A	United Kingdom	15/07/2021	Elect Director	Re-elect Alison Kirkby as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
BT Group Plc	BT.A	United Kingdom	15/07/2021	Elect Director	Re-elect Leena Nair as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
BT Group Plc	BT.A	United Kingdom	15/07/2021	Elect Director	Re-elect Sara Weller as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
BT Group Plc	BT.A	United Kingdom	15/07/2021	Ratify Auditors	Reappoint KPMG LLP as Auditors	For	For	A vote FOR this resolution is considered warranted at this time.
BT Group Plc	BT.A	United Kingdom	15/07/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
BT Group Plc	BT.A	United Kingdom	15/07/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
BT Group Plc	BT.A	United Kingdom	15/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
BT Group Plc	BT.A	United Kingdom	15/07/2021	Approve Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
BT Group Plc	BT.A	United Kingdom	15/07/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
BT Group Plc	BT.A	United Kingdom	15/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is considered warranted, although it is without concern for shareholders: " Substantial bonus payments have again been granted for FY2021, a year in which the Company's performance was impacted by COVID-19. The main reasons for support: " The Remuneration Committee has exercised downward discretion on the formulaic bonus outcome, as has consistently been the case in recent years." " In addition, the EDs agreed to defer the full bonus into shares for three years, as was the case in FY2020.
BT Group Plc	BT.A	United Kingdom	15/07/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
BT Group Plc	BT.A	United Kingdom	15/07/2021	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
BT Group Plc	BT.A	United Kingdom	15/07/2021	Adopt New Articles of Association/Charter	Adopt New Articles of Association	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
BT Group Plc	BT.A	United Kingdom	15/07/2021	Elect Director	Re-elect Jan du Plessis as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
BT Group Plc	BT.A	United Kingdom	15/07/2021	Elect Director	Re-elect Philip Jensen as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
BT Group Plc	BT.A	United Kingdom	15/07/2021	Elect Director	Re-elect Simon Lowth as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
BT Group Plc	BT.A	United Kingdom	15/07/2021	Elect Director	Re-elect Adel Al-Saleh as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
BT Group Plc	BT.A	United Kingdom	15/07/2021	Elect Director	Re-elect Sir Ian Cheshire as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
BT Group Plc	BT.A	United Kingdom	15/07/2021	Elect Director	Re-elect Iain Conn as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
BT Group Plc	BT.A	United Kingdom	15/07/2021	Elect Director	Re-elect Isabel Hudson as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
BigTinCan Holdings Limited	BTH	Australia	24/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the adoption of the remuneration report is warranted.
BigTinCan Holdings Limited	BTH	Australia	24/11/2021	Elect Director	Elect Inese Kingsmill as Director	For	For	A vote FOR these nominees is warranted.
BigTinCan Holdings Limited	BTH	Australia	24/11/2021	Elect Director	Elect Farouk Hussein as Director	For	For	A vote FOR these nominees is warranted.
BigTinCan Holdings Limited	BTH	Australia	24/11/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Shares to Existing and New Institutional Investors	For	For	A vote FOR this resolution is warranted.
BigTinCan Holdings Limited	BTH	Australia	24/11/2021	Approve Acquisition OR Issue Shares in Connection with Acquisition	Ratify Past Issuance of Shares to Debra Cancro	For	For	A vote FOR this resolution is warranted. The issuance of securities to a vendor as part consideration for an acquisition retains some alignment of the vendor with the business and shareholders.
BigTinCan Holdings Limited	BTH	Australia	24/11/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Shares to SQN Investors Master Fund LP	For	For	A vote FOR this resolution is warranted.
BigTinCan Holdings Limited	BTH	Australia	24/11/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Shares to Eligible Institutional Investors	For	For	A vote FOR this resolution is warranted.
Bravura Solutions Limited	BVS	Australia	24/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted. The remuneration framework is unchanged from the prior year and presented in the remuneration report in a clear and transparent manner and disclosure is above par. The remuneration outcomes in FY21 are reasonably aligned with the company's performance. Other positive factors are as follows: " The entire FY21 STI was focused on group NPAT, and targets were not achieved which resulted in nil bonuses were paid during the year. This outcomes is not misaligned with company performance during the year; " No LTI vesting in FY21 as the targets that was measured for the three-year period were not achieved; and " The new CEO's fixed remuneration is set approximately 15 percent less than his predecessor's fixed remuneration (not including retirement benefits) and is better aligned with the median of market cap and industry peers. However, the following concerns are identified: " A high level of concern identified in the Sustainability Advisory Services quantitative pay for performance analysis, stemming primarily from the substantial LTI grant, while noting that there was no LTI vesting in the year; " There currently is no requirement for any deferral of the STI bonus which represents a material departure from Australian market investor expectations and widely accepted local market practice; and " There is no minimum shareholding guidelines for executives and directors. It is increasingly expected by shareholders that companies establish a requirement for directors and executives to have a minimum holding of shares to better align the interest of shareholders and directors and executives.
Bravura Solutions Limited	BVS	Australia	24/11/2021	Elect Director	Elect Neil Broekhuizen as Director	For	For	A qualified vote FOR the re-election of Chair Neil Broekhuizen (Item 2) is warranted as he is classified as non-independent due to excessive tenure (>12 years). The qualification serves to highlight that the board is not majority independent (only 50-percent independent). A vote FOR the election of Nick Parsons (Item 3) is warranted. Although the board is not majority independent, Mr Parsons is a newly-appointed CEO and his role is integral to the company's operations.

Bravura Solutions Limited	BVS	Australia	24/11/2021	Elect Director	Elect Nick Parsons as Director	For	For	A qualified vote FOR the re-election of Chair Neil Broekhuizen (Item 2) is warranted as he is classified as non-independent due to excessive tenure (>12 years). The qualification serves to highlight that the board is not majority independent (only 50-percent independent). A vote FOR the election of Nick Parsons (Item 3) is warranted. Although the board is not majority independent, Mr Parsons is a newly-appointed CEO and his role is integral to the company's operations.
Bravura Solutions Limited	BVS	Australia	24/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Nick Parsons	For	For	A vote FOR these resolutions is warranted because the performance period and performance metrics are consistent with improved results and shareholder interests, and sufficiently consistent with market practice. Some shareholders may have concerns with the broad discretionary powers under change of control provisions.
Bravura Solutions Limited	BVS	Australia	24/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Martin Deda	For	For	A vote FOR these resolutions is warranted because the performance period and performance metrics are consistent with improved results and shareholder interests, and sufficiently consistent with market practice. Some shareholders may have concerns with the broad discretionary powers under change of control provisions.
BorgWarner Inc.	BWA	USA	27/04/2022	Elect Director	Elect Director Sara A. Greenstein	For	For	A vote FOR the director nominees is warranted.
BorgWarner Inc.	BWA	USA	27/04/2022	Elect Director	Elect Director David S. Hafner	For	For	A vote FOR the director nominees is warranted.
BorgWarner Inc.	BWA	USA	27/04/2022	Elect Director	Elect Director Michael S. Hanley	For	For	A vote FOR the director nominees is warranted.
BorgWarner Inc.	BWA	USA	27/04/2022	Elect Director	Elect Director Frederic B. Lissalde	For	For	A vote FOR the director nominees is warranted.
BorgWarner Inc.	BWA	USA	27/04/2022	Elect Director	Elect Director Paul A. Mascarenas	For	For	A vote FOR the director nominees is warranted.
BorgWarner Inc.	BWA	USA	27/04/2022	Elect Director	Elect Director Shaun E. McAlmont	For	For	A vote FOR the director nominees is warranted.
BorgWarner Inc.	BWA	USA	27/04/2022	Elect Director	Elect Director Deborah D. McWhinney	For	For	A vote FOR the director nominees is warranted.
BorgWarner Inc.	BWA	USA	27/04/2022	Elect Director	Elect Director Alexis P. Michas	For	For	A vote FOR the director nominees is warranted.
BorgWarner Inc.	BWA	USA	27/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review. Annual incentives were based on pre-set financial targets and a majority of long-term incentives were performance-based.
BorgWarner Inc.	BWA	USA	27/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
BorgWarner Inc.	BWA	USA	27/04/2022	Provide Right to Act by Written Consent	Amend Right to Act by Written Consent	For	For	A vote FOR this proposal is warranted as a reduced ownership threshold required to request a record date to initiate written consent would provide for a more useful written consent right.
BorgWarner Inc.	BWA	USA	27/04/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as a lower ownership threshold and removal of the holding period requirement would provide for a more useful special meeting right for shareholders.
Brambles Limited	BXB	Australia	19/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted as no material misalignment between pay and performance and shareholder outcomes has been identified for the period under review. Quantitative pay for performance analysis also indicates a low degree of concern for misalignment of outcomes. There were no increases in fixed remuneration in FY21, being deferred to FY22; the remuneration structure is broadly consistent with market; there is good disclosure of the current year STI performance hurdles, and performance measures adopted for use in the LTI award are aligned with shareholder interests. Concerns include the extent of the Board's discretion to amend any LTI performance measures, if they do not achieve their original purpose.
Brambles Limited	BXB	Australia	19/10/2021	Elect Director	Elect Elizabeth Fagan as Director	For	For	A vote FOR all nominees is warranted as no material governance concerns have been identified.
Brambles Limited	BXB	Australia	19/10/2021	Elect Director	Elect Scott Perkins as Director	For	For	A vote FOR all nominees is warranted as no material governance concerns have been identified.
Brambles Limited	BXB	Australia	19/10/2021	Approve Share Plan Grant	Approve Participation of Graham Chipchase in the Performance Share Plan	For	For	A vote FOR the participation of the Executive Directors in the Performance Share Plan is warranted. The Plan structure is in line with market and shareholder interests. The STI rights have an appropriate two-year deferral period and the LTI performance rights include appropriate performance hurdles measured over a three-year performance period. Concerns include: "the ability of the Board to make amendments to performance conditions if they will not achieve their original purpose, even though any amendments will be no less difficult to satisfy, and" the lack of disclosure of vesting scale for the relative TSR performance measures which is unusual for this type and size of company and inconsistent with shareholder expectations.
Brambles Limited	BXB	Australia	19/10/2021	Approve Share Plan Grant	Approve Participation of Nessa O'Sullivan in the Performance Share Plan	For	For	A vote FOR the participation of the Executive Directors in the Performance Share Plan is warranted. The Plan structure is in line with market and shareholder interests. The STI rights have an appropriate two-year deferral period and the LTI performance rights include appropriate performance hurdles measured over a three-year performance period. Concerns include: "the ability of the Board to make amendments to performance conditions if they will not achieve their original purpose, even though any amendments will be no less difficult to satisfy, and" the lack of disclosure of vesting scale for the relative TSR performance measures which is unusual for this type and size of company and inconsistent with shareholder expectations.
Brambles Limited	BXB	Australia	19/10/2021	Authorize Share Repurchase Program	Approve Extension of On-Market Share Buy-Backs	For	For	A vote FOR this resolution is warranted. Shareholders have previously approved an on-market share buy-back. This request for extension is not contentious and the proposed amount and duration are within recommended limits.
Brambles Limited	BXB	Australia	19/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	***Withdrawn Resolution*** Approve the Amendments to the Company's Constitution	For	For	A vote FOR this resolution is warranted. Shareholders have previously approved an on-market share buy-back. This request for extension is not contentious and the proposed amount and duration are within recommended limits.
Boston Properties, Inc.	BXP	USA	19/05/2022	Elect Director	Elect Director Joel I. Klein	For	For	A vote FOR the director nominees is warranted.
Boston Properties, Inc.	BXP	USA	19/05/2022	Elect Director	Elect Director Kelly A. Ayotte	For	For	A vote FOR the director nominees is warranted.
Boston Properties, Inc.	BXP	USA	19/05/2022	Elect Director	Elect Director Bruce W. Duncan	For	For	A vote FOR the director nominees is warranted.
Boston Properties, Inc.	BXP	USA	19/05/2022	Elect Director	Elect Director Carol B. Einiger	For	For	A vote FOR the director nominees is warranted.
Boston Properties, Inc.	BXP	USA	19/05/2022	Elect Director	Elect Director Diane J. Hoskins	For	For	A vote FOR the director nominees is warranted.
Boston Properties, Inc.	BXP	USA	19/05/2022	Elect Director	Elect Director Mary E. Kipp	For	For	A vote FOR the director nominees is warranted.
Boston Properties, Inc.	BXP	USA	19/05/2022	Elect Director	Elect Director Douglas T. Linde	For	For	A vote FOR the director nominees is warranted.
Boston Properties, Inc.	BXP	USA	19/05/2022	Elect Director	Elect Director Matthew J. Lustig	For	For	A vote FOR the director nominees is warranted.
Boston Properties, Inc.	BXP	USA	19/05/2022	Elect Director	Elect Director Owen D. Thomas	For	For	A vote FOR the director nominees is warranted.
Boston Properties, Inc.	BXP	USA	19/05/2022	Elect Director	Elect Director David A. Twardock	For	For	A vote FOR the director nominees is warranted.
Boston Properties, Inc.	BXP	USA	19/05/2022	Elect Director	Elect Director William H. Walton, III	For	For	A vote FOR the director nominees is warranted.
Boston Properties, Inc.	BXP	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. While some concerns remain regarding the relative TSR metric targeting mere median performance, and the reduced performance targets under the annual incentive plan resulting in above target payouts, performance equity awards have vested significantly below target in recent years, which is aligned with the company's recent TSR performance.
Boston Properties, Inc.	BXP	USA	19/05/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Remuneration of Non-Employee Directors	For	For	A vote FOR this proposal is warranted. Non-employee director pay levels are of a reasonable magnitude, and a qualitative review of the proposed director pay policy has identified sufficient positive features and safeguards.
Boston Properties, Inc.	BXP	USA	19/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Citigroup Inc.	C	USA	26/04/2022	Elect Director	Elect Director Ellen M. Costello	For	For	A vote FOR the director nominees is warranted.
Citigroup Inc.	C	USA	26/04/2022	Elect Director	Elect Director Grace E. Dalley	For	For	A vote FOR the director nominees is warranted.
Citigroup Inc.	C	USA	26/04/2022	Elect Director	Elect Director Barbara J. Desoer	For	For	A vote FOR the director nominees is warranted.
Citigroup Inc.	C	USA	26/04/2022	Elect Director	Elect Director John C. Dugan	For	For	A vote FOR the director nominees is warranted.
Citigroup Inc.	C	USA	26/04/2022	Elect Director	Elect Director Jane N. Fraser	For	For	A vote FOR the director nominees is warranted.
Citigroup Inc.	C	USA	26/04/2022	Elect Director	Elect Director Duncan P. Hennes	For	For	A vote FOR the director nominees is warranted.
Citigroup Inc.	C	USA	26/04/2022	Elect Director	Elect Director Peter B. Henry	For	For	A vote FOR the director nominees is warranted.
Citigroup Inc.	C	USA	26/04/2022	Elect Director	Elect Director S. Leslie Ireland	For	For	A vote FOR the director nominees is warranted.
Citigroup Inc.	C	USA	26/04/2022	Elect Director	Elect Director Renee J. James	For	For	A vote FOR the director nominees is warranted.
Citigroup Inc.	C	USA	26/04/2022	Elect Director	Elect Director Gary M. Reiner	For	For	A vote FOR the director nominees is warranted.
Citigroup Inc.	C	USA	26/04/2022	Elect Director	Elect Director Diana L. Taylor	For	For	A vote FOR the director nominees is warranted.
Citigroup Inc.	C	USA	26/04/2022	Elect Director	Elect Director James S. Turley	For	For	A vote FOR the director nominees is warranted.
Citigroup Inc.	C	USA	26/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Citigroup Inc.	C	USA	26/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	There is concern raised by annual incentive pay determinations which, although guided by wide-ranging performance assessments, are ultimately determined discretely. Moreover, investors may question the need for additional award opportunities in furtherance of goals to address problems around risk and control, when related performance assessments resulted in incentive pay reductions in the prior year. While these issues warrant continued close monitoring, there are sufficient mitigating factors. Specifically, CEO pay and company performance are aligned for the year in review, and the increase in the CEO's incentive awards for the 2021 performance year directionally aligns with the company's modestly improved financial performance. Further, the CEO's long-term incentives are predominantly performance-conditioned with clearly disclosed multi-year goals that were recently increased. Lastly, in a supplemental filing the board has elaborated on the proxy's disclosure regarding the rationale and mechanics of the one-time awards. While the additional disclosure does not fully mitigate concerns, it does address several deficiencies in disclosure in the proxy statement. On balance of these factors, a cautionary vote FOR this proposal is warranted. A quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of pay program structure and one-time pay decisions.
Citigroup Inc.	C	USA	26/04/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Citigroup Inc.	C	USA	26/04/2022	Clawback of Incentive Payments	Adopt Management Pay Clawback Authorization Policy	Against	Against	A vote AGAINST this proposal is warranted as Citigroup's recoupment policies are relatively robust and establishing a collective responsibility among executive officers for monetary penalties imposed on the company is viewed as overly burdensome.
Citigroup Inc.	C	USA	26/04/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
Citigroup Inc.	C	USA	26/04/2022	Improve Human Rights Standards or Policies	Report on Respecting Indigenous Peoples' Rights	For	For	A vote FOR this proposal is warranted. The bank and its shareholders are likely to benefit from increased transparency regarding due diligence around Indigenous Peoples' rights in project-related financing and clients' activities, for existing and future business.
Citigroup Inc.	C	USA	26/04/2022	Report on Climate Change	Adopt a Financing Policy Consistent with IEA's Net Zero Emissions by 2050 Scenario	Against	Against	A vote AGAINST this resolution is warranted, due to the company's current commitments to low-carbon economy and expected goal setting.
Citigroup Inc.	C	USA	26/04/2022	Miscellaneous -- Environmental & Social Counterproposal	Report on Civil Rights and Non-Discrimination Audit	Against	Against	A vote AGAINST this resolution is warranted, as the company has non-discrimination, non-harassment, and non-retaliation policies in place and provides sufficient information for shareholders to assess any reverse discrimination effect the company's employee programs and training materials may be having.
CaixaBank SA	CABK	Spain	7/04/2022	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated and Standalone Financial Statements	For	For	A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.

CaixaBank SA	CABK	Spain	7/04/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR this item is warranted because the policy's terms are considered unproblematic.
CaixaBank SA	CABK	Spain	7/04/2022	Approve/Amend Deferred Share Bonus Plan	Approve 2022 Variable Remuneration Scheme	For	For	A vote FOR this item, which has been tabled for legal purposes, is warranted due to a lack of concerns about the company's variable remuneration scheme.
CaixaBank SA	CABK	Spain	7/04/2022	Fix Maximum Variable Compensation Ratio	Fix Maximum Variable Compensation Ratio	For	For	A vote FOR this resolution is warranted given acceptable remuneration practices of the company.
CaixaBank SA	CABK	Spain	7/04/2022	Authorize Board to Ratify and Execute Approved Resolutions	Authorize Board to Ratify and Execute Approved Resolutions	For	For	A vote FOR this standard resolution is warranted as it provides the board with the means to carry out the agreements validly adopted by the general meeting.
CaixaBank SA	CABK	Spain	7/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote on Remuneration Report	For	For	A vote FOR this item is warranted because the company's remuneration practices in 2021 have been broadly uncontroversial. However, this is not without the following concerns: * As much as 50 percent of management annual bonus is based on qualitative objectives and performance outcome information on these objectives is limited. Mitigating, they have been removed from the 2022 bonus scorecard. * 2021 executive pay has resulted in a relative misalignment with shareholder return on a comparative basis.
CaixaBank SA	CABK	Spain	7/04/2022	Approve/Amend Regulations on Board of Directors	Receive Amendments to Board of Directors Regulations			This is a non-voting item.
CaixaBank SA	CABK	Spain	7/04/2022	Receive/Approve Special Report	Receive Board of Directors and Auditors' Report for the Purposes Foreseen in Article 511 of the Corporate Enterprises Law			This is a non-voting item.
CaixaBank SA	CABK	Spain	7/04/2022	Accept/Approve Corporate Social Responsibility Report	Approve Non-Financial Information Statement	For	For	a vote FOR this item is warranted due to a lack of specific concern about the non-financial information reported by the company.
CaixaBank SA	CABK	Spain	7/04/2022	Approve Discharge of Board and President	Approve Discharge of Board	For	For	A vote FOR this resolution is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
CaixaBank SA	CABK	Spain	7/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends	For	For	A vote FOR these items is warranted due to a lack of concerns about the allocation of income proposal and dividend distribution.
CaixaBank SA	CABK	Spain	7/04/2022	Ratify Auditors	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
CaixaBank SA	CABK	Spain	7/04/2022	Elect Director	Reelect Tomas Muniesa Arantegui as Director	For	For	A vote FOR the reelection of NI-NED Tomas Muniesa under Item 6.1 is warranted, as the board meets the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies. A vote FOR Item 6.2 is warranted due to a lack of concerns about the independent director nominee.
CaixaBank SA	CABK	Spain	7/04/2022	Elect Director	Reelect Eduardo Javier Sanchiz Irazu as Director	For	For	A vote FOR the reelection of NI-NED Tomas Muniesa under Item 6.1 is warranted, as the board meets the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies. A vote FOR Item 6.2 is warranted due to a lack of concerns about the independent director nominee.
CaixaBank SA	CABK	Spain	7/04/2022	Amend Articles/Charter Equity-Related	Amend Article 7 Re: Position of Shareholder	For	For	A vote FOR these items is warranted because the proposed amendments merely adapt the company's bylaws to updated corporate law provisions introduced by the domestic implementation of SRDII.
CaixaBank SA	CABK	Spain	7/04/2022	Allow Shareholder Meetings to be Held in Virtual-Only Format	Amend Articles Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	A vote FOR these items is warranted because the proposed amendments merely adapt the company's bylaws to updated corporate law provisions introduced by the domestic implementation of SRDII.
CaixaBank SA	CABK	Spain	7/04/2022	Amend Articles Board-Related	Amend Articles Re: Board of Directors	For	For	A vote FOR these items is warranted because the proposed amendments merely adapt the company's bylaws to updated corporate law provisions introduced by the domestic implementation of SRDII.
CaixaBank SA	CABK	Spain	7/04/2022	Amend Articles Board-Related	Amend Article 40 Re: Board Committees	For	For	A vote FOR these items is warranted because the proposed amendments merely adapt the company's bylaws to updated corporate law provisions introduced by the domestic implementation of SRDII.
CaixaBank SA	CABK	Spain	7/04/2022	Allow Shareholder Meetings to be Held in Virtual-Only Format	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	A vote FOR these items is warranted because the proposed amendments merely adapt the company's bylaws to updated corporate law provisions introduced by the domestic implementation of SRDII.
CaixaBank SA	CABK	Spain	7/04/2022	Approve Reduction in Share Capital	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	For	A vote FOR this item is warranted as it facilitates the return of capital to shareholders and may improve the efficiency of the balance sheet, which may also enhance returns over the long term.
Carsales.Com Limited	CAR	Australia	29/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this remuneration report is warranted.* The structure has changed to be more in line with market practice.* STI bonus outcomes reflect improved financial performance of the company in FY21.* 70 percent of a prior LTI grant relating to TSR and EPS did not vest in FY21, reflecting alignment with longer term returns.* There is good disclosure of the financial objectives in the STI which indicate higher targets compared to the prior year.* Specific concerns for shareholders that warrant the qualification include:* Excessive STI bonus in FY21.* Poor disclosure of the non-financial (strategic) targets in the STI and LTI awards.* The non-financial strategic measures incorporated into both the STI and LTI awards can lead to a double counting of bonuses for achieving the same objectives.* non-financial measures typically include objectives that are part of the CEO's (and senior executives') core day job responsibilities which should not be included in long term award structures as they are difficult to assess and rely on board discretion, and* Lack of minimum shareholding requirements for the CEO and KMPS.
Carsales.Com Limited	CAR	Australia	29/10/2021	Elect Director	Elect Kee Wong as Director	For	For	Shareholder support FOR the re-election of Kee Wong and Edwina Gilbert is warranted. They are independent directors and no material issues have been identified regarding their nominations.
Carsales.Com Limited	CAR	Australia	29/10/2021	Elect Director	Elect Edwina Gilbert as Director	For	For	Shareholder support FOR the re-election of Kee Wong and Edwina Gilbert is warranted. They are independent directors and no material issues have been identified regarding their nominations.
Carsales.Com Limited	CAR	Australia	29/10/2021	Approve Share Plan Grant	Approve Grant of Rights to Cameron McIntyre	For	For	A vote FOR the grant of rights representing the CEO's deferred STI award is warranted as no material governance concerns have been identified, given this is a deferral of a portion of the FY21 STI bonus which is consistent with shareholder expectations. The primary concern is that the deferral portion falls short of the 50 percent typically expected amongst larger companies in the ASX100 index.A qualified vote FOR the FY22 LTI grant of performance rights is warranted. The grant has 70 percent of its performance measures linked to financial measures which are generally accepted in the local market, including relative TSR and EPS growth over a three year performance period.The qualification is to highlight several concerns including:* The quantum of the award has increased and considered excessive, being well above the median of LTI awards at similar sized and industry peer companies.* Strategic performance measures accounting for 30 percent of the award have undisclosed performance targets and misaligned with objective financial and shareholder outcomes. Such metrics typically involve subjective Board assessment of performance, which include core day job responsibilities for the CEO and appear to involve duplication of strategy objectives within the STI.
Carsales.Com Limited	CAR	Australia	29/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Cameron McIntyre	For	For	A vote FOR the grant of rights representing the CEO's deferred STI award is warranted as no material governance concerns have been identified, given this is a deferral of a portion of the FY21 STI bonus which is consistent with shareholder expectations. The primary concern is that the deferral portion falls short of the 50 percent typically expected amongst larger companies in the ASX100 index.A qualified vote FOR the FY22 LTI grant of performance rights is warranted. The grant has 70 percent of its performance measures linked to financial measures which are generally accepted in the local market, including relative TSR and EPS growth over a three year performance period.The qualification is to highlight several concerns including:* The quantum of the award has increased and considered excessive, being well above the median of LTI awards at similar sized and industry peer companies.* Strategic performance measures accounting for 30 percent of the award have undisclosed performance targets and misaligned with objective financial and shareholder outcomes. Such metrics typically involve subjective Board assessment of performance, which include core day job responsibilities for the CEO and appear to involve duplication of strategy objectives within the STI.
Carsales.Com Limited	CAR	Australia	29/10/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A vote FOR this resolution is warranted. The Board is currently majority non-independent which represents a material corporate governance concern. The company has indicated that it is continuing a Board renewal plan and considering directors with international experience. The increase in the maximum fee pool will allow for overlap when appointing new directors.
Carrier Global Corporation	CARR	USA	14/04/2022	Elect Director	Elect Director Jean-Pierre Garnier	For	For	A vote FOR the director nominees is warranted.
Carrier Global Corporation	CARR	USA	14/04/2022	Elect Director	Elect Director David L. Gitlin	For	For	A vote FOR the director nominees is warranted.
Carrier Global Corporation	CARR	USA	14/04/2022	Elect Director	Elect Director John J. Greisch	For	For	A vote FOR the director nominees is warranted.
Carrier Global Corporation	CARR	USA	14/04/2022	Elect Director	Elect Director Charles M. Holley, Jr.	For	For	A vote FOR the director nominees is warranted.
Carrier Global Corporation	CARR	USA	14/04/2022	Elect Director	Elect Director Michael M. McNamara	For	For	A vote FOR the director nominees is warranted.
Carrier Global Corporation	CARR	USA	14/04/2022	Elect Director	Elect Director Michael A. Todman	For	For	A vote FOR the director nominees is warranted.
Carrier Global Corporation	CARR	USA	14/04/2022	Elect Director	Elect Director Virginia M. Wilson	For	For	A vote FOR the director nominees is warranted.
Carrier Global Corporation	CARR	USA	14/04/2022	Elect Director	Elect Director Beth A. Wozniak	For	For	A vote FOR the director nominees is warranted.
Carrier Global Corporation	CARR	USA	14/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance were reasonably aligned for the year in review. The STI is primarily based on objective metrics while LTI awards are half performance-based. Shareholders, however, may wish to continue monitoring the LTI program in light of disclosure concerns.
Carrier Global Corporation	CARR	USA	14/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Catapult Group International Ltd.	CAT	Australia	20/08/2021	Elect Director	Elect Thomas Bogan as Director	For	For	A vote FOR these nominees is warranted.
Catapult Group International Ltd.	CAT	Australia	20/08/2021	Elect Director	Elect James Orlando as Director	For	For	A vote FOR these nominees is warranted.
Catapult Group International Ltd.	CAT	Australia	20/08/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the adoption of the remuneration report is warranted. The remuneration practices of the company on balance are in line with Australian investor expectations.Nevertheless, shareholders may be concerned with:* The ongoing lack of disclosure of the quantified STI performance measures (at threshold, target, and maximum), which hinders shareholders' abilities to assess performance alignment and goal rigor setting; and* Discounted exercise price of incentive options granted during the year.
Catapult Group International Ltd.	CAT	Australia	20/08/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Placement Shares to New and Existing Sophisticated and Professional Investors	For	For	A qualified vote FOR this resolution is warranted because:* The company provided a compelling rationale for the transaction, with the proceeds to be used towards the acquisition of SBG Sports Software Ltd, and planned investment in technology, data science, and scale capacity which accelerates its growth strategy. The success of these undertakings has the potential to create further shareholder value in the long run.* Existing eligible shareholders of the company were provided with the opportunity to participate in the capital raising via the SPP, which somehow mitigated the dilutive impact of the institutional placement.* The discount associated with the issue price of Placement shares is not deemed excessive.Qualified support is based on the substantial overall dilutive impact of the Placement (i.e., 12.24 percent as at June 29, 2021).
Catapult Group International Ltd.	CAT	Australia	20/08/2021	Approve Shares Issued for a Private Placement to a Director or Executive	Approve Issuance of Director Placement Shares to Thomas Bogan	For	For	A qualified vote FOR the issuance of Placement securities to Thomas Bogan and Michelle Guthrie is warranted. By participating in the capital raising on the same terms as other sophisticated and professional investors, the directors increase their 'skin in the game' which acts to better align interests with that of shareholders.However, shareholders may be concerned with the substantial overall dilutive impact of the Placement (i.e., 12.24 percent as at June 29, 2021).
Catapult Group International Ltd.	CAT	Australia	20/08/2021	Approve Shares Issued for a Private Placement to a Director or Executive	Approve Issuance of Director Placement Shares to Michelle Guthrie	For	For	A qualified vote FOR the issuance of Placement securities to Thomas Bogan and Michelle Guthrie is warranted. By participating in the capital raising on the same terms as other sophisticated and professional investors, the directors increase their 'skin in the game' which acts to better align interests with that of shareholders.However, shareholders may be concerned with the substantial overall dilutive impact of the Placement (i.e., 12.24 percent as at June 29, 2021).

Catapult Group International Ltd.	CAT	Australia	20/08/2021	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Director Salary Sacrifice for Adir Shiffman	For	For	A vote FOR these resolutions is warranted.
Catapult Group International Ltd.	CAT	Australia	20/08/2021	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Director Salary Sacrifice for Thomas Bogan	For	For	A vote FOR these resolutions is warranted.
Catapult Group International Ltd.	CAT	Australia	20/08/2021	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Director Salary Sacrifice for Michelle Guthrie	For	For	A vote FOR these resolutions is warranted.
Catapult Group International Ltd.	CAT	Australia	20/08/2021	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Director Salary Sacrifice for Shaun Hothhouse	For	For	A vote FOR these resolutions is warranted.
Catapult Group International Ltd.	CAT	Australia	20/08/2021	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Director Salary Sacrifice for James Orlando	For	For	A vote FOR these resolutions is warranted.
Catapult Group International Ltd.	CAT	Australia	20/08/2021	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Director Salary Sacrifice for Igor van de Griendt	For	For	A vote FOR these resolutions is warranted.
Catapult Group International Ltd.	CAT	Australia	20/08/2021	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Director Salary Sacrifice for New Directors	For	For	A vote FOR these resolutions is warranted.
Catapult Group International Ltd.	CAT	Australia	20/08/2021	Ratify Auditors	Appoint Ernst & Young as Auditor of the Company	For	For	A vote FOR this resolution is warranted.
Catapult Group International Ltd.	CAT	Australia	20/08/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	Against	A vote AGAINST this resolution is warranted given: "The proposed increase in the total NED fee cap of \$200,000 or 26.67 percent appears excessive." The proposed degree of flexibility afforded by the proposed fee cap is unreasonable in light of the room under the current fee cap.
Caterpillar Inc.	CAT	USA	8/06/2022	Elect Director	Elect Director Kelly A. Ayyotte	For	For	A vote FOR the director nominees is warranted.
Caterpillar Inc.	CAT	USA	8/06/2022	Elect Director	Elect Director Rayford Wilkins, Jr.	For	For	A vote FOR the director nominees is warranted.
Caterpillar Inc.	CAT	USA	8/06/2022	Elect Director	Elect Director David L. Calhoun	For	For	A vote FOR the director nominees is warranted.
Caterpillar Inc.	CAT	USA	8/06/2022	Elect Director	Elect Director Daniel M. Dickinson	For	For	A vote FOR the director nominees is warranted.
Caterpillar Inc.	CAT	USA	8/06/2022	Elect Director	Elect Director Gerald Johnson	For	For	A vote FOR the director nominees is warranted.
Caterpillar Inc.	CAT	USA	8/06/2022	Elect Director	Elect Director David W. MacLennan	For	For	A vote FOR the director nominees is warranted.
Caterpillar Inc.	CAT	USA	8/06/2022	Elect Director	Elect Director Debra L. Reed-Klages	For	For	A vote FOR the director nominees is warranted.
Caterpillar Inc.	CAT	USA	8/06/2022	Elect Director	Elect Director Edward B. Rust, Jr.	For	For	A vote FOR the director nominees is warranted.
Caterpillar Inc.	CAT	USA	8/06/2022	Elect Director	Elect Director Susan C. Schwab	For	For	A vote FOR the director nominees is warranted.
Caterpillar Inc.	CAT	USA	8/06/2022	Elect Director	Elect Director D. James Umpleby, III	For	For	A vote FOR the director nominees is warranted.
Caterpillar Inc.	CAT	USA	8/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Caterpillar Inc.	CAT	USA	8/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Annual and long-term incentives are primarily performance-based and pay and performance are reasonably aligned for the year in review.
Caterpillar Inc.	CAT	USA	8/06/2022	Report on Climate Change	Report on Long-Term Greenhouse Gas Targets Aligned with Paris Agreement	For	For	A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.
Caterpillar Inc.	CAT	USA	8/06/2022	Political Lobbying Disclosure	Report on Lobbying Payments and Policy	For	For	A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying and board oversight would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.
Caterpillar Inc.	CAT	USA	8/06/2022	Operations in High Risk Countries	Report on Risks of Doing Business in Conflict-Affected Areas	Against	Against	A vote AGAINST this proposal is warranted, as the company provides sufficient disclosure related to its policies, processes, and oversight mechanisms related to managing and mitigating human rights related risks of its operations and business activities.
Caterpillar Inc.	CAT	USA	8/06/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.
Chubb Limited	CB	Switzerland	19/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR this routine item is warranted.
Chubb Limited	CB	Switzerland	19/05/2022	Approve Reduction in Share Capital	Approve CHF 318,275,265 Reduction in Share Capital via Cancellation of Repurchased Shares	For	For	A vote FOR the proposed share capital reduction is warranted.
Chubb Limited	CB	Switzerland	19/05/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of USD 4.8 Million	For	For	A vote FOR this proposal is warranted because the proposed amount is broadly in line with market practice.
Chubb Limited	CB	Switzerland	19/05/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Remuneration of Executive Management in the Amount of USD 54 Million for Fiscal 2023	For	For	As the company is classified as a US domestic issuer, and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned to the US say-on-pay analysis. Accordingly, a vote FOR this proposal is warranted.
Chubb Limited	CB	Switzerland	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Continued concern is raised given the largely subjective determination of pay, and increasing pay opportunities. With that said, a majority of equity awards are tied to multi-year performance goals and vesting outcomes are commensurate with company performance in recent years. Considering that pay is reasonably aligned with performance for the year under review, a vote FOR this proposal is warranted.
Chubb Limited	CB	Switzerland	19/05/2022	GHG Emissions	Adopt and Disclose Policies to Ensure Underwriting Does Not Support New Fossil Fuel Supplies	For	For	A vote FOR this proposal is warranted, as additional disclosure would help investors better understand how the company plans to reduce its emissions and manage its transition to a low carbon economy.
Chubb Limited	CB	Switzerland	19/05/2022	GHG Emissions	Report on Efforts to Reduce GHG Emissions Associated with Underwriting, Insuring, and Investing	For	For	A vote FOR this proposal is warranted, because it would help shareholders better evaluate the company's management of climate risks from its underwriting, investment, and insurance activities.
Chubb Limited	CB	Switzerland	19/05/2022	Approve Allocation of Income and Dividends	Allocate Disposable Profit	For	For	Votes FOR these proposals are warranted due to a lack of concerns.
Chubb Limited	CB	Switzerland	19/05/2022	Approve Dividends	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	For	For	Votes FOR these proposals are warranted due to a lack of concerns.
Chubb Limited	CB	Switzerland	19/05/2022	Approve Discharge of Management Board	Approve Discharge of Board of Directors	For	For	A vote FOR this proposal is warranted.
Chubb Limited	CB	Switzerland	19/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Chubb Limited	CB	Switzerland	19/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Chubb Limited	CB	Switzerland	19/05/2022	Appoint Appraiser/Special Auditor/Liquidator	Ratify BDO AG (Zurich) as Special Audit Firm	For	For	A vote FOR this proposal to ratify the special auditor is warranted.
Chubb Limited	CB	Switzerland	19/05/2022	Elect Director	Elect Director Evan G. Greenberg	Against	Against	Votes AGAINST Nominating & Governance Committee Chair Mary Cirillo-Goldberg, Board Chair and CEO Evan G. Greenberg, and Risk & Finance Committee Chair Olivier Steimer are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted.
Chubb Limited	CB	Switzerland	19/05/2022	Elect Director	Elect Director David H. Sidwell	For	For	Votes AGAINST Nominating & Governance Committee Chair Mary Cirillo-Goldberg, Board Chair and CEO Evan G. Greenberg, and Risk & Finance Committee Chair Olivier Steimer are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted.
Chubb Limited	CB	Switzerland	19/05/2022	Elect Director	Elect Director Olivier Steimer	Against	Against	Votes AGAINST Nominating & Governance Committee Chair Mary Cirillo-Goldberg, Board Chair and CEO Evan G. Greenberg, and Risk & Finance Committee Chair Olivier Steimer are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted.
Chubb Limited	CB	Switzerland	19/05/2022	Elect Director	Elect Director Luis Tellez	For	For	Votes AGAINST Nominating & Governance Committee Chair Mary Cirillo-Goldberg, Board Chair and CEO Evan G. Greenberg, and Risk & Finance Committee Chair Olivier Steimer are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted.
Chubb Limited	CB	Switzerland	19/05/2022	Elect Director	Elect Director Frances F. Townsend	For	For	Votes AGAINST Nominating & Governance Committee Chair Mary Cirillo-Goldberg, Board Chair and CEO Evan G. Greenberg, and Risk & Finance Committee Chair Olivier Steimer are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted.
Chubb Limited	CB	Switzerland	19/05/2022	Elect Director	Elect Director Michael P. Connors	For	For	Votes AGAINST Nominating & Governance Committee Chair Mary Cirillo-Goldberg, Board Chair and CEO Evan G. Greenberg, and Risk & Finance Committee Chair Olivier Steimer are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted.
Chubb Limited	CB	Switzerland	19/05/2022	Elect Director	Elect Director Michael G. Atieh	For	For	Votes AGAINST Nominating & Governance Committee Chair Mary Cirillo-Goldberg, Board Chair and CEO Evan G. Greenberg, and Risk & Finance Committee Chair Olivier Steimer are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted.
Chubb Limited	CB	Switzerland	19/05/2022	Elect Director	Elect Director Kathy Bonanno	For	For	Votes AGAINST Nominating & Governance Committee Chair Mary Cirillo-Goldberg, Board Chair and CEO Evan G. Greenberg, and Risk & Finance Committee Chair Olivier Steimer are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted.
Chubb Limited	CB	Switzerland	19/05/2022	Elect Director	Elect Director Sheila P. Burke	For	For	Votes AGAINST Nominating & Governance Committee Chair Mary Cirillo-Goldberg, Board Chair and CEO Evan G. Greenberg, and Risk & Finance Committee Chair Olivier Steimer are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted.
Chubb Limited	CB	Switzerland	19/05/2022	Elect Director	Elect Director Mary Cirillo	Against	Against	Votes AGAINST Nominating & Governance Committee Chair Mary Cirillo-Goldberg, Board Chair and CEO Evan G. Greenberg, and Risk & Finance Committee Chair Olivier Steimer are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted.
Chubb Limited	CB	Switzerland	19/05/2022	Elect Director	Elect Director Robert J. Hugin	For	For	Votes AGAINST Nominating & Governance Committee Chair Mary Cirillo-Goldberg, Board Chair and CEO Evan G. Greenberg, and Risk & Finance Committee Chair Olivier Steimer are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted.
Chubb Limited	CB	Switzerland	19/05/2022	Elect Director	Elect Director Robert W. Scully	For	For	Votes AGAINST Nominating & Governance Committee Chair Mary Cirillo-Goldberg, Board Chair and CEO Evan G. Greenberg, and Risk & Finance Committee Chair Olivier Steimer are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted.
Chubb Limited	CB	Switzerland	19/05/2022	Elect Director	Elect Director Theodore E. Shasta	For	For	Votes AGAINST Nominating & Governance Committee Chair Mary Cirillo-Goldberg, Board Chair and CEO Evan G. Greenberg, and Risk & Finance Committee Chair Olivier Steimer are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted.
Chubb Limited	CB	Switzerland	19/05/2022	Elect Board Chairman/Vice-Chairman	Elect Evan G. Greenberg as Board Chairman	Against	Against	A vote AGAINST the election of Evan G. Greenberg as board chair is warranted because he also serves as CEO.
Chubb Limited	CB	Switzerland	19/05/2022	Elect Member of Remuneration Committee	Elect Michael P. Connors as Member of the Compensation Committee	For	For	Votes AGAINST Mary Cirillo are warranted as her election to the board is not warranted. Votes FOR the remaining proposed nominees are warranted due to the lack of governance concerns and controversy surrounding the board of directors.
Chubb Limited	CB	Switzerland	19/05/2022	Elect Member of Remuneration Committee	Elect Mary Cirillo as Member of the Compensation Committee	Against	Against	Votes AGAINST Mary Cirillo are warranted as her election to the board is not warranted. Votes FOR the remaining proposed nominees are warranted due to the lack of governance concerns and controversy surrounding the board of directors.

Chubb Limited	CB	Switzerland	19/05/2022	Elect Member of Remuneration Committee	Elect Frances F. Townsend as Member of the Compensation Committee	For	For	Votes AGAINST Mary Cirillo are warranted as her election to the board is not warranted. Votes FOR the remaining proposed nominees are warranted due to the lack of governance concerns and controversy surrounding the board of directors.
Chubb Limited	CB	Switzerland	19/05/2022	Designate X as Independent Proxy	Designate Homburger AG as Independent Proxy	For	For	A vote FOR this proposal is warranted due to a lack of concerns.
Chubb Limited	CB	Switzerland	19/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Approve Creation of Authorized Capital With or Without Preemptive Rights	For	For	A vote FOR the proposed authorization is warranted.
Commonwealth Bank of Australia	CBA	Australia	13/10/2021	Elect Director	Elect Catherine Livingstone as Director	For	For	A vote FOR all nominees is warranted as no material governance issues have been identified in relation to these directors.
Commonwealth Bank of Australia	CBA	Australia	13/10/2021	Elect Director	Elect Anne Templeman-Jones as Director	For	For	A vote FOR all nominees is warranted as no material governance issues have been identified in relation to these directors.
Commonwealth Bank of Australia	CBA	Australia	13/10/2021	Elect Director	Elect Peter Harmer as Director	For	For	A vote FOR all nominees is warranted as no material governance issues have been identified in relation to these directors.
Commonwealth Bank of Australia	CBA	Australia	13/10/2021	Elect Director	Elect Julie Galto as Director	For	For	A vote FOR all nominees is warranted as no material governance issues have been identified in relation to these directors.
Commonwealth Bank of Australia	CBA	Australia	13/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted given that no significant misalignment between pay and performance and shareholder returns has been identified in the period under review. Specific concerns for shareholders include: * Fixed remuneration increases for the CEO and KMPs are in excess of general salary inflation, * A high bias to non-financial outcomes in the STVR with a weighting of 70 percent is problematic, with many of the non-financial objectives appearing little more than bonuses for day job responsibilities, * Lack of disclosure of non-financial targets to justify the board's assessment of performance, * Introduction of a Long Term Alignment award, which has tenure-based service conditions rather than testing of disclosed and rigorous performance hurdles.
Commonwealth Bank of Australia	CBA	Australia	13/10/2021	Approve Share Plan Grant	Approve Grant of Restricted Share Units and Performance Rights to Matt Cornyn	Against	Against	A vote AGAINST this resolution is warranted. While the grant of performance rights is aligned with shareholder interests of a four-year performance period with additional deferral and vesting subject to relative TSR compared to two disclosed peer groups, concerns are raised for the inconsistency of the RSUs with shareholder interests: * The quantum of the long-term award has increased substantially due to an 8.7 percent increase in the CEO's fixed remuneration which is well above general salary inflation. * The grant of RSUs is valued at \$1.75 million and subject only to ongoing service and board discretion to apply malus and clawback provisions. Without disclosure of substantive performance conditions, this component of the award essentially represents deferred fixed remuneration issued as equity. The case has not been made by the bank to support the grant of RSUs which are considered to represent a problematic pay practice in the Australian market and inconsistent with shareholder interests and expectations for long term equity grants. Concern is also raised how the board has made the case to shareholders that the APRA regulatory standard on remuneration (CPS 511) has been satisfied through the grant of RSUs given the absence of appropriate disclosure of rigorous non-financial performance measures.
Commonwealth Bank of Australia	CBA	Australia	13/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted, as the request to amend the company's constitution is potentially broad with no regulatory framework to oversee shareholder proposals. The Board has confirmed its willingness to consult with the shareholder proponents with a view to addressing shareholder requirements.
Commonwealth Bank of Australia	CBA	Australia	13/10/2021	Report on Climate Change	Approve Transition Planning Disclosure	For	For	A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.
Cboe Global Markets, Inc.	CBOE	USA	12/05/2022	Elect Director	Elect Director Edward T. Tilly	For	For	A vote FOR the director nominees is warranted.
Cboe Global Markets, Inc.	CBOE	USA	12/05/2022	Elect Director	Elect Director Eugene S. Sunshine	For	For	A vote FOR the director nominees is warranted.
Cboe Global Markets, Inc.	CBOE	USA	12/05/2022	Elect Director	Elect Director William M. Farrow, III	For	For	A vote FOR the director nominees is warranted.
Cboe Global Markets, Inc.	CBOE	USA	12/05/2022	Elect Director	Elect Director Edward J. Fitzpatrick	For	For	A vote FOR the director nominees is warranted.
Cboe Global Markets, Inc.	CBOE	USA	12/05/2022	Elect Director	Elect Director Ivan K. Fong	For	For	A vote FOR the director nominees is warranted.
Cboe Global Markets, Inc.	CBOE	USA	12/05/2022	Elect Director	Elect Director Janet P. Froetscher	For	For	A vote FOR the director nominees is warranted.
Cboe Global Markets, Inc.	CBOE	USA	12/05/2022	Elect Director	Elect Director Jill R. Goodman	For	For	A vote FOR the director nominees is warranted.
Cboe Global Markets, Inc.	CBOE	USA	12/05/2022	Elect Director	Elect Director Alexander J. Matturri, Jr.	For	For	A vote FOR the director nominees is warranted.
Cboe Global Markets, Inc.	CBOE	USA	12/05/2022	Elect Director	Elect Director Jennifer J. McPeck	For	For	A vote FOR the director nominees is warranted.
Cboe Global Markets, Inc.	CBOE	USA	12/05/2022	Elect Director	Elect Director Roderick A. Palmore	For	For	A vote FOR the director nominees is warranted.
Cboe Global Markets, Inc.	CBOE	USA	12/05/2022	Elect Director	Elect Director James E. Parisi	For	For	A vote FOR the director nominees is warranted.
Cboe Global Markets, Inc.	CBOE	USA	12/05/2022	Elect Director	Elect Director Joseph P. Ratterman	For	For	A vote FOR the director nominees is warranted.
Cboe Global Markets, Inc.	CBOE	USA	12/05/2022	Elect Director	Elect Director Jill E. Sommers	For	For	A vote FOR the director nominees is warranted.
Cboe Global Markets, Inc.	CBOE	USA	12/05/2022	Elect Director	Elect Director Fredric J. Tomczyk	For	For	A vote FOR the director nominees is warranted.
Cboe Global Markets, Inc.	CBOE	USA	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily linked to pre-set financial metrics and half of equity awards are performance-based. Some concern remains, however, regarding target payout of relative TSR for median performance, as well as the absence of a payout cap for negative absolute TSR results.
Cboe Global Markets, Inc.	CBOE	USA	12/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
CBRE Group, Inc.	CBRE	USA	18/05/2022	Elect Director	Elect Director Brandon B. Boze	For	For	A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years. A vote FOR the remaining director nominees is warranted at this time.
CBRE Group, Inc.	CBRE	USA	18/05/2022	Elect Director	Elect Director Beth F. Cobert	For	For	A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years. A vote FOR the remaining director nominees is warranted at this time.
CBRE Group, Inc.	CBRE	USA	18/05/2022	Elect Director	Elect Director Reginald H. Gilyard	For	For	A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years. A vote FOR the remaining director nominees is warranted at this time.
CBRE Group, Inc.	CBRE	USA	18/05/2022	Elect Director	Elect Director Shira D. Goodman	Against	Against	A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years. A vote FOR the remaining director nominees is warranted at this time.
CBRE Group, Inc.	CBRE	USA	18/05/2022	Elect Director	Elect Director Christopher T. Jenny	Against	Against	A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years. A vote FOR the remaining director nominees is warranted at this time.
CBRE Group, Inc.	CBRE	USA	18/05/2022	Elect Director	Elect Director Gerardo I. Lopez	For	For	A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years. A vote FOR the remaining director nominees is warranted at this time.
CBRE Group, Inc.	CBRE	USA	18/05/2022	Elect Director	Elect Director Susan Meany	For	For	A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years. A vote FOR the remaining director nominees is warranted at this time.
CBRE Group, Inc.	CBRE	USA	18/05/2022	Elect Director	Elect Director Oscar Munoz	For	For	A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years. A vote FOR the remaining director nominees is warranted at this time.
CBRE Group, Inc.	CBRE	USA	18/05/2022	Elect Director	Elect Director Robert E. Sulentic	For	For	A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years. A vote FOR the remaining director nominees is warranted at this time.
CBRE Group, Inc.	CBRE	USA	18/05/2022	Elect Director	Elect Director Sanjiv Yajnik	Against	Against	A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years. A vote FOR the remaining director nominees is warranted at this time.
CBRE Group, Inc.	CBRE	USA	18/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
CBRE Group, Inc.	CBRE	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The company clearly discloses the adjustments made to the performance targets underlying the 2020 performance equity awards, as well as the rationale for these adjustments. While these adjustments resulted in awards being earned at maximum, this is aligned with the company's recent strong TSR performance. Additionally, the majority of CEO pay remains conditioned on objective performance metrics, and the CEO agreed to reduce his pay during the year in review in light of the ongoing challenges presented by the COVID-19 pandemic.
CBRE Group, Inc.	CBRE	USA	18/05/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
CBRE Group, Inc.	CBRE	USA	18/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.
Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Approve Remuneration of Directors and/or Committee Members	Approve Maximum Aggregate Amount of Remuneration for Directors	For	For	A vote FOR this resolution is warranted because the amount of the increase and the overall level of remuneration are in line with what other UK companies are offering in order to attract and retain qualified directors and to reflect the increasing level of their responsibilities.
Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Approve Remuneration of Directors and/or Committee Members	Approve Maximum Aggregate Amount of Remuneration for the Executive Leadership Team	For	For	A vote FOR this item is warranted as no particular concerns have been identified.
Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this item is warranted as no concerns have been identified.
Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles of Association	For	For	A vote FOR this resolution is warranted because no corporate governance concerns have been identified.
Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Approve Treatment of Net Loss	Approve Treatment of Net Loss	For	For	A vote FOR this item is recommended as this is a routine request and no concerns have been identified.
Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Approve Dividends	Approve Dividend from Reserves	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Approve Discharge of Management Board	Approve Discharge of Board and Senior Management	For	For	A Vote FOR the formal discharge of the Board and senior management are warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.
Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Elect Director	Re-elect Anastassis David as Director and as Board Chairman	For	For	Votes AGAINST incumbent Nominating Committee chair Reto Francioni are warranted for lack of diversity on the board. A vote AGAINST Charlotte Boyle is warranted because: * Charlotte Boyle is the Chair of the Remuneration Committee. As discussed under Item 7, remuneration decisions made in relation to the 2018 and 2019 LTIP awards counter good practice, to the extent that support for her re-election cannot be recommended. Votes FOR the remaining nominees are warranted at this time.

Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Elect Director	Re-elect Ryan Rudolph as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Reto Francioni are warranted for lack of diversity on the board. A vote AGAINST Charlotte Boyle is warranted because: * Charlotte Boyle is the Chair of the Remuneration Committee. As discussed under Item 7, remuneration decisions made in relation to the 2018 and 2019 LTIP awards counter good practice, to the extent that support for her re-election cannot be recommended. Votes FOR the remaining nominees are warranted at this time.
Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Elect Director	Re-elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee	For	For	Votes AGAINST incumbent Nominating Committee chair Reto Francioni are warranted for lack of diversity on the board. A vote AGAINST Charlotte Boyle is warranted because: * Charlotte Boyle is the Chair of the Remuneration Committee. As discussed under Item 7, remuneration decisions made in relation to the 2018 and 2019 LTIP awards counter good practice, to the extent that support for her re-election cannot be recommended. Votes FOR the remaining nominees are warranted at this time.
Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Elect Director	Re-elect Bruno Pietracci as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Reto Francioni are warranted for lack of diversity on the board. A vote AGAINST Charlotte Boyle is warranted because: * Charlotte Boyle is the Chair of the Remuneration Committee. As discussed under Item 7, remuneration decisions made in relation to the 2018 and 2019 LTIP awards counter good practice, to the extent that support for her re-election cannot be recommended. Votes FOR the remaining nominees are warranted at this time.
Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Elect Director	Re-elect Henriette Braun as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Reto Francioni are warranted for lack of diversity on the board. A vote AGAINST Charlotte Boyle is warranted because: * Charlotte Boyle is the Chair of the Remuneration Committee. As discussed under Item 7, remuneration decisions made in relation to the 2018 and 2019 LTIP awards counter good practice, to the extent that support for her re-election cannot be recommended. Votes FOR the remaining nominees are warranted at this time.
Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Elect Director	Re-elect Zoran Bogdanovic as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Reto Francioni are warranted for lack of diversity on the board. A vote AGAINST Charlotte Boyle is warranted because: * Charlotte Boyle is the Chair of the Remuneration Committee. As discussed under Item 7, remuneration decisions made in relation to the 2018 and 2019 LTIP awards counter good practice, to the extent that support for her re-election cannot be recommended. Votes FOR the remaining nominees are warranted at this time.
Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Elect Director	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Against	Against	Votes AGAINST incumbent Nominating Committee chair Reto Francioni are warranted for lack of diversity on the board. A vote AGAINST Charlotte Boyle is warranted because: * Charlotte Boyle is the Chair of the Remuneration Committee. As discussed under Item 7, remuneration decisions made in relation to the 2018 and 2019 LTIP awards counter good practice, to the extent that support for her re-election cannot be recommended. Votes FOR the remaining nominees are warranted at this time.
Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Elect Director	Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	Against	Against	Votes AGAINST incumbent Nominating Committee chair Reto Francioni are warranted for lack of diversity on the board. A vote AGAINST Charlotte Boyle is warranted because: * Charlotte Boyle is the Chair of the Remuneration Committee. As discussed under Item 7, remuneration decisions made in relation to the 2018 and 2019 LTIP awards counter good practice, to the extent that support for her re-election cannot be recommended. Votes FOR the remaining nominees are warranted at this time.
Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Elect Director	Re-elect Oluosola David-Borha as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Reto Francioni are warranted for lack of diversity on the board. A vote AGAINST Charlotte Boyle is warranted because: * Charlotte Boyle is the Chair of the Remuneration Committee. As discussed under Item 7, remuneration decisions made in relation to the 2018 and 2019 LTIP awards counter good practice, to the extent that support for her re-election cannot be recommended. Votes FOR the remaining nominees are warranted at this time.
Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Elect Director	Re-elect William Douglas III as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Reto Francioni are warranted for lack of diversity on the board. A vote AGAINST Charlotte Boyle is warranted because: * Charlotte Boyle is the Chair of the Remuneration Committee. As discussed under Item 7, remuneration decisions made in relation to the 2018 and 2019 LTIP awards counter good practice, to the extent that support for her re-election cannot be recommended. Votes FOR the remaining nominees are warranted at this time.
Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Elect Director	Re-elect Anastasios Leventis as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Reto Francioni are warranted for lack of diversity on the board. A vote AGAINST Charlotte Boyle is warranted because: * Charlotte Boyle is the Chair of the Remuneration Committee. As discussed under Item 7, remuneration decisions made in relation to the 2018 and 2019 LTIP awards counter good practice, to the extent that support for her re-election cannot be recommended. Votes FOR the remaining nominees are warranted at this time.
Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Elect Director	Re-elect Christodoulos Leventis as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Reto Francioni are warranted for lack of diversity on the board. A vote AGAINST Charlotte Boyle is warranted because: * Charlotte Boyle is the Chair of the Remuneration Committee. As discussed under Item 7, remuneration decisions made in relation to the 2018 and 2019 LTIP awards counter good practice, to the extent that support for her re-election cannot be recommended. Votes FOR the remaining nominees are warranted at this time.
Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Elect Director	Re-elect Alexandra Papalexopoulou as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Reto Francioni are warranted for lack of diversity on the board. A vote AGAINST Charlotte Boyle is warranted because: * Charlotte Boyle is the Chair of the Remuneration Committee. As discussed under Item 7, remuneration decisions made in relation to the 2018 and 2019 LTIP awards counter good practice, to the extent that support for her re-election cannot be recommended. Votes FOR the remaining nominees are warranted at this time.
Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Designate X as Independent Proxy	Designate Ines Poeschel as Independent Proxy	For	For	A vote FOR this proposal is warranted because no concerns have been identified. A resolution of this type is particular to the market.
Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Ratify Auditors	Reappoint PricewaterhouseCoopers AG as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Ratify Auditors	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve UK Remuneration Report	Against	Against	A vote AGAINST the remuneration report is warranted because: * The targets for the 2019 LTIP were revised downward, resulting in higher levels of vesting than had the original targets remained in force. The use of discretion to amend long-term performance criteria, in the course of the performance period, deviates sharply from accepted practice.
Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	The remuneration policy replicates the former iteration. A vote FOR is warranted.
Coca-Cola HBC AG	CCH	Switzerland	21/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Swiss Remuneration Report	Against	Against	In line with the recommendation for the UK remuneration report (Item 7), a vote AGAINST this item is not warranted because: * The performance targets for in-flight LTIP awards were modified during the performance period.
Crown Castle International Corp.	CCI	USA	19/05/2022	Elect Director	Elect Director P. Robert Bartolo	For	For	A vote FOR the director nominees is warranted.
Crown Castle International Corp.	CCI	USA	19/05/2022	Elect Director	Elect Director Jay A. Brown	For	For	A vote FOR the director nominees is warranted.
Crown Castle International Corp.	CCI	USA	19/05/2022	Elect Director	Elect Director Cindy Christy	For	For	A vote FOR the director nominees is warranted.
Crown Castle International Corp.	CCI	USA	19/05/2022	Elect Director	Elect Director Ari Q. Fitzgerald	For	For	A vote FOR the director nominees is warranted.
Crown Castle International Corp.	CCI	USA	19/05/2022	Elect Director	Elect Director Andrea J. Goldsmith	For	For	A vote FOR the director nominees is warranted.
Crown Castle International Corp.	CCI	USA	19/05/2022	Elect Director	Elect Director Tammy K. Jones	For	For	A vote FOR the director nominees is warranted.
Crown Castle International Corp.	CCI	USA	19/05/2022	Elect Director	Elect Director Anthony J. Melone	For	For	A vote FOR the director nominees is warranted.
Crown Castle International Corp.	CCI	USA	19/05/2022	Elect Director	Elect Director W. Benjamin Moreland	For	For	A vote FOR the director nominees is warranted.
Crown Castle International Corp.	CCI	USA	19/05/2022	Elect Director	Elect Director Kevin A. Stephens	For	For	A vote FOR the director nominees is warranted.
Crown Castle International Corp.	CCI	USA	19/05/2022	Elect Director	Elect Director Matthew Thornton, III	For	For	A vote FOR the director nominees is warranted.
Crown Castle International Corp.	CCI	USA	19/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Crown Castle International Corp.	CCI	USA	19/05/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Crown Castle International Corp.	CCI	USA	19/05/2022	Increase Authorized Common Stock	Increase Authorized Common Stock	For	For	A vote FOR this proposal is warranted given that the proposed increase in the number of authorized common shares is reasonable and there are no substantial concerns about the company's past use of shares.
Crown Castle International Corp.	CCI	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. A majority of the CEO's pay is conditioned on objective financial performance, and the majority of equity grants are earned based on a multi-year performance period.
Carnival Corporation	CCL	Panama	8/04/2022	Elect Director	Re-elect Micky Arison as a Director of Carnival Corporation and as a Director of Carnival plc.	For	For	A vote FOR the director nominees is warranted.
Carnival Corporation	CCL	Panama	8/04/2022	Elect Director	Re-elect Stuart Subotnick as a Director of Carnival Corporation and as a Director of Carnival plc.	For	For	A vote FOR the director nominees is warranted.
Carnival Corporation	CCL	Panama	8/04/2022	Elect Director	Re-elect Laura Weil as a Director of Carnival Corporation and as a Director of Carnival plc.	For	For	A vote FOR the director nominees is warranted.
Carnival Corporation	CCL	Panama	8/04/2022	Elect Director	Re-elect Randall J. Weisenburger as a Director of Carnival Corporation and as a Director of Carnival plc.	For	For	A vote FOR the director nominees is warranted.
Carnival Corporation	CCL	Panama	8/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST the proposal is warranted. The annual bonus does not disclose any performance targets or even specific metrics used to determine payouts. Despite poor company performance and a lack of disclosure of goals, the annual bonus paid out at maximum. Furthermore, the company made a change to FY21 equity grants, which are now entirely in time-vested equity. It is incumbent upon a compensation committee to utilize pre-set performance metrics when setting executive compensation, and many investors view a shift from performance-based to entirely time-based or discretionary incentive awards as a problematic response to COVID-19 related market disruption.
Carnival Corporation	CCL	Panama	8/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Directors' Remuneration Report (in accordance with legal requirements applicable to UK companies)	Against	Against	A vote AGAINST the proposal is warranted. The majority of the Group's equity is held through Carnival Corp, which is classified as a US domestic issuer. Given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned to the US say-on-pay analysis.
Carnival Corporation	CCL	Panama	8/04/2022	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Independent Auditors of Carnival plc; Ratify the Selection of the U.S. Firm of PricewaterhouseCoopers LLP as the Independent Registered Certified Public Accounting Firm of Carnival Corporation	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Carnival Corporation	CCL	Panama	8/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorize Board to Fix Remuneration of Auditors	For	For	A vote FOR this proposal to authorize the audit committee to fix the auditor's remuneration is warranted.
Carnival Corporation	CCL	Panama	8/04/2022	Accept Financial Statements and Statutory Reports	Receive the UK Accounts and Reports of the Directors and Auditors of Carnival plc for the year ended November 30, 2021 (in accordance with legal requirements applicable to UK companies).	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Carnival Corporation	CCL	Panama	8/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Approve Issuance of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Carnival Corporation	CCL	Panama	8/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.

Carnival Corporation	CCL	Panama	8/04/2022	Elect Director	Re-elect Jonathon Band as a Director of Carnival Corporation and as a Director of Carnival plc.	For	For	A vote FOR the director nominees is warranted.
Carnival Corporation	CCL	Panama	8/04/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	A vote FOR this resolution is warranted, with caution, because although the proposed amount and duration are within recommended limits, the company is considered to be at some risk of reputational damage if it chooses to use cash for buybacks at a time when the business, and employment, have not fully recovered from the effects of the pandemic.
Carnival Corporation	CCL	Panama	8/04/2022	Elect Director	Re-elect Jason Glen Cahilly as a Director of Carnival Corporation and as a Director of Carnival plc.	For	For	A vote FOR the director nominees is warranted.
Carnival Corporation	CCL	Panama	8/04/2022	Elect Director	Re-elect Helen Deeble as a Director of Carnival Corporation and as a Director of Carnival plc.	For	For	A vote FOR the director nominees is warranted.
Carnival Corporation	CCL	Panama	8/04/2022	Elect Director	Re-elect Arnold W. Donald as a Director of Carnival Corporation and as a Director of Carnival plc.	For	For	A vote FOR the director nominees is warranted.
Carnival Corporation	CCL	Panama	8/04/2022	Elect Director	Re-elect Jeffrey J. Gearhart as a Director of Carnival Corporation and as a Director of Carnival plc.	For	For	A vote FOR the director nominees is warranted.
Carnival Corporation	CCL	Panama	8/04/2022	Elect Director	Re-elect Richard J. Glasier as a Director of Carnival Corporation and as a Director of Carnival plc.	For	For	A vote FOR the director nominees is warranted.
Carnival Corporation	CCL	Panama	8/04/2022	Elect Director	Re-elect Katie Lahey as a Director of Carnival Corporation and as a Director of Carnival plc.	For	For	A vote FOR the director nominees is warranted.
Carnival Corporation	CCL	Panama	8/04/2022	Elect Director	Re-elect John Parker as a Director of Carnival Corporation and as a Director of Carnival plc.	For	For	A vote FOR the director nominees is warranted.
Credit Corp. Group Limited	CCP	Australia	4/11/2021	Elect Director	Elect Eric Dodd as Director	For	For	A qualified vote FOR the re-election of Eric Dodd (Item 2a) and Richard Thomas (Item 2b) is warranted as they are classified as non-independent directors under ISS Australian Benchmark Policy due to excessive tenure on the board (> 12 years). The qualification serves to also highlight three out of six non-executive directors with excessive tenure are classified as non-independent by ISS, resulting in a board that is not majority independent (only 50-percent independent). A vote FOR the election of independent director Phillip Aris (Item 2c) is warranted as no material concerns have been identified regarding board and committee composition resulting from his nomination.
Credit Corp. Group Limited	CCP	Australia	4/11/2021	Elect Director	Elect Richard Thomas as Director	For	For	A qualified vote FOR the re-election of Eric Dodd (Item 2a) and Richard Thomas (Item 2b) is warranted as they are classified as non-independent directors under ISS Australian Benchmark Policy due to excessive tenure on the board (> 12 years). The qualification serves to also highlight three out of six non-executive directors with excessive tenure are classified as non-independent by ISS, resulting in a board that is not majority independent (only 50-percent independent). A vote FOR the election of independent director Phillip Aris (Item 2c) is warranted as no material concerns have been identified regarding board and committee composition resulting from his nomination.
Credit Corp. Group Limited	CCP	Australia	4/11/2021	Elect Director	Elect Phillip Aris as Director	For	For	A qualified vote FOR the re-election of Eric Dodd (Item 2a) and Richard Thomas (Item 2b) is warranted as they are classified as non-independent directors under ISS Australian Benchmark Policy due to excessive tenure on the board (> 12 years). The qualification serves to also highlight three out of six non-executive directors with excessive tenure are classified as non-independent by ISS, resulting in a board that is not majority independent (only 50-percent independent). A vote FOR the election of independent director Phillip Aris (Item 2c) is warranted as no material concerns have been identified regarding board and committee composition resulting from his nomination.
Credit Corp. Group Limited	CCP	Australia	4/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A qualified vote FOR this resolution is warranted. The headroom in the existing cap, based on FY22 remuneration, will be insufficient to accommodate more than one additional director, which may be necessary as part of a board increase and refreshment – noting that half the board is considered non-independent due to excessive tenure. This recommendation is qualified to highlight the significant level of increase in the fee cap (36.4 percent) and the significant increases to director fees in FY22 (+12.5-15.8%)
Credit Corp. Group Limited	CCP	Australia	4/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted as the company's financial and share performance and the remuneration outcomes appear sufficiently aligned at this time. While it is expected for both STI and LTI to be earned at their maximum opportunity, this is not misaligned with shareholder outcomes. However, this qualification is to highlight the following: "The STI plan remains highly subjective with limited disclosure of metrics and goals;" Only 30 percent of the STI bonus is based on financial performance; and" The size of the LTI grants is not clearly disclosed, making it difficult for investors to determine its level dilution and whether grants were excessive.
Codan Limited	CDA	Australia	27/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted given no material misalignment between pay and performance and shareholder outcomes has been identified in the period under review. However, this recommendation is qualified due to the following issues: "The STI bonus pool structure is somewhat problematic given that a bonus may still be earned even if there is a decline in company performance and shareholder outcome;" The basis of the STI pool is a percentage of EBIT, which is uncapped, although individual STI bonuses are capped at 100 percent of fixed salaries;" There is no disclosure of how the bonus pool is divided among executives, nor how the bonuses were determined;" The threshold under LTI is not challenging, as it only requires the company to achieve the same EPS over the three-year performance period; and" The increase to Paul Sangster's fixed remuneration exceeds the market average and the company did not disclose a reason for the increase.
Codan Limited	CDA	Australia	27/10/2021	Elect Director	Elect David James Simmons as Director	Against	Against	A vote AGAINST Chair David Simmons is warranted as he is a non-independent director on a board that is not majority independent (only 40-percent independent). He is also a non-independent member of key board committees that are not fully independent, namely the Remuneration and Nomination Committee for which he chairs (only 33-percent independent) and the Audit and Risk Committee (only 67-percent independent). Mr Simmons is classified as non-independent by Sustainability Advisory Services due to excessive tenure on the board (>12 years).
Ceridian HCM Holding Inc.	CDAY	USA	3/05/2022	Elect Director	Elect Director Brent B. Bickett	Withhold	Withhold	WITHHOLD votes are warranted for compensation committee members Brent Bickett and Ronald Clarke given the limited responsiveness to last year's failed say-on-pay vote. A vote FOR the other director nominees is warranted.
Ceridian HCM Holding Inc.	CDAY	USA	3/05/2022	Elect Director	Elect Director Ronald F. Clarke	Withhold	Withhold	WITHHOLD votes are warranted for compensation committee members Brent Bickett and Ronald Clarke given the limited responsiveness to last year's failed say-on-pay vote. A vote FOR the other director nominees is warranted.
Ceridian HCM Holding Inc.	CDAY	USA	3/05/2022	Elect Director	Elect Director Ganesh B. Rao	For	For	WITHHOLD votes are warranted for compensation committee members Brent Bickett and Ronald Clarke given the limited responsiveness to last year's failed say-on-pay vote. A vote FOR the other director nominees is warranted.
Ceridian HCM Holding Inc.	CDAY	USA	3/05/2022	Elect Director	Elect Director Leigh E. Turner	For	For	WITHHOLD votes are warranted for compensation committee members Brent Bickett and Ronald Clarke given the limited responsiveness to last year's failed say-on-pay vote. A vote FOR the other director nominees is warranted.
Ceridian HCM Holding Inc.	CDAY	USA	3/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	While pay and performance appear reasonably aligned at this time, some concerns are raised regarding incentive program actions and structures in FY21 and for FY22. While performance shares were introduced in FY21, performance is measured over a one-year period with the same metrics and goal as the annual incentive program. The compensation program therefore lacks a true long-term performance aspect and risks providing significant payouts for short-term performance. Continued monitoring of pay outcomes in FY22 is also warranted as the company implements a co-CEO leadership structure. Moreover, the compensation committee has demonstrated only limited responsiveness to last year's failed say-on-pay vote. While the company has committed to certain additional compensation program changes in FY22, some of the responsive actions were known to shareholders prior to the 2021 annual meeting and do not meaningfully address all of shareholders' concerns. Given this insufficient responsiveness, a vote AGAINST this proposal is warranted.
Ceridian HCM Holding Inc.	CDAY	USA	3/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Cadence Design Systems, Inc.	CDNS	USA	5/05/2022	Elect Director	Elect Director Mark W. Adams	For	For	A vote FOR the director nominees is warranted.
Cadence Design Systems, Inc.	CDNS	USA	5/05/2022	Elect Director	Elect Director Young K. Sohn	For	For	A vote FOR the director nominees is warranted.
Cadence Design Systems, Inc.	CDNS	USA	5/05/2022	Elect Director	Elect Director Lip-Bu Tan	For	For	A vote FOR the director nominees is warranted.
Cadence Design Systems, Inc.	CDNS	USA	5/05/2022	Elect Director	Elect Director Ira Breiman	For	For	A vote FOR the director nominees is warranted.
Cadence Design Systems, Inc.	CDNS	USA	5/05/2022	Elect Director	Elect Director Lewis Chew	For	For	A vote FOR the director nominees is warranted.
Cadence Design Systems, Inc.	CDNS	USA	5/05/2022	Elect Director	Elect Director Aniludh Devgan	For	For	A vote FOR the director nominees is warranted.
Cadence Design Systems, Inc.	CDNS	USA	5/05/2022	Elect Director	Elect Director Mary Louise Krakauer	For	For	A vote FOR the director nominees is warranted.
Cadence Design Systems, Inc.	CDNS	USA	5/05/2022	Elect Director	Elect Director Julia Luison	For	For	A vote FOR the director nominees is warranted.
Cadence Design Systems, Inc.	CDNS	USA	5/05/2022	Elect Director	Elect Director James D. Plummer	For	For	A vote FOR the director nominees is warranted.
Cadence Design Systems, Inc.	CDNS	USA	5/05/2022	Elect Director	Elect Director Alberto Sangiovanni-Vincentelli	For	For	A vote FOR the director nominees is warranted.
Cadence Design Systems, Inc.	CDNS	USA	5/05/2022	Elect Director	Elect Director John B. Shoven	For	For	A vote FOR the director nominees is warranted.
Cadence Design Systems, Inc.	CDNS	USA	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance remain relatively aligned. While a concern is noted regarding the new CEO's entirely time-based promotional award, the CEO's 2022 LTP award will require significant stock price growth to be earned in full, and the above-target annual incentive awards are aligned with the company's recent strong TSR performance.
Cadence Design Systems, Inc.	CDNS	USA	5/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Cadence Design Systems, Inc.	CDNS	USA	5/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 15 percent to 10 percent would enhance shareholders' rights.
CDW Corporation	CDW	USA	19/05/2022	Elect Director	Elect Director Virginia C. Addicott	For	For	A vote FOR the director nominees is warranted.
CDW Corporation	CDW	USA	19/05/2022	Elect Director	Elect Director James A. Bell	For	For	A vote FOR the director nominees is warranted.
CDW Corporation	CDW	USA	19/05/2022	Elect Director	Elect Director Lynda M. Clarizo	For	For	A vote FOR the director nominees is warranted.
CDW Corporation	CDW	USA	19/05/2022	Elect Director	Elect Director Paul J. Finnegan	For	For	A vote FOR the director nominees is warranted.
CDW Corporation	CDW	USA	19/05/2022	Elect Director	Elect Director Anthony R. Fox	For	For	A vote FOR the director nominees is warranted.
CDW Corporation	CDW	USA	19/05/2022	Elect Director	Elect Director Christine A. Leahy	For	For	A vote FOR the director nominees is warranted.
CDW Corporation	CDW	USA	19/05/2022	Elect Director	Elect Director Sanjay Mehrotra	For	For	A vote FOR the director nominees is warranted.
CDW Corporation	CDW	USA	19/05/2022	Elect Director	Elect Director David W. Nelms	For	For	A vote FOR the director nominees is warranted.
CDW Corporation	CDW	USA	19/05/2022	Elect Director	Elect Director Joseph R. Swedish	For	For	A vote FOR the director nominees is warranted.
CDW Corporation	CDW	USA	19/05/2022	Elect Director	Elect Director Donna F. Zarcone	For	For	A vote FOR the director nominees is warranted.
CDW Corporation	CDW	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay is conditioned on objective financial performance metrics and the recent above target payouts are aligned with the company's recent strong TSR performance.
CDW Corporation	CDW	USA	19/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
CDW Corporation	CDW	USA	19/05/2022	Provide Right to Act by Written Consent	Provide Right to Act by Written Consent	For	For	A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.

Celanese Corporation	CE	USA	20/04/2022	Elect Director	Elect Director Jean S. Blackwell	For	For	A vote FOR the director nominees is warranted.
Celanese Corporation	CE	USA	20/04/2022	Elect Director	Elect Director William M. Brown	For	For	A vote FOR the director nominees is warranted.
Celanese Corporation	CE	USA	20/04/2022	Elect Director	Elect Director Edward G. Galante	For	For	A vote FOR the director nominees is warranted.
Celanese Corporation	CE	USA	20/04/2022	Elect Director	Elect Director Rahul Ghai	For	For	A vote FOR the director nominees is warranted.
Celanese Corporation	CE	USA	20/04/2022	Elect Director	Elect Director Kathryn M. Hill	For	For	A vote FOR the director nominees is warranted.
Celanese Corporation	CE	USA	20/04/2022	Elect Director	Elect Director David F. Hoffmeister	For	For	A vote FOR the director nominees is warranted.
Celanese Corporation	CE	USA	20/04/2022	Elect Director	Elect Director Jay V. Ihlenfeld	For	For	A vote FOR the director nominees is warranted.
Celanese Corporation	CE	USA	20/04/2022	Elect Director	Elect Director Deborah J. Kissire	For	For	A vote FOR the director nominees is warranted.
Celanese Corporation	CE	USA	20/04/2022	Elect Director	Elect Director Michael Koenig	For	For	A vote FOR the director nominees is warranted.
Celanese Corporation	CE	USA	20/04/2022	Elect Director	Elect Director Kim K.W. Rucker	For	For	A vote FOR the director nominees is warranted.
Celanese Corporation	CE	USA	20/04/2022	Elect Director	Elect Director Lori J. Ryerkerk	For	For	A vote FOR the director nominees is warranted.
Celanese Corporation	CE	USA	20/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Celanese Corporation	CE	USA	20/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. The majority of CEO pay is based on objective performance metrics. The CEO's annual incentive award is no longer subject to a discretionary individual performance modifier and the majority of the company's equity awards are conditioned on long-term financial performance metrics
Cerner Corporation	CERN	USA	26/05/2022	Elect Director	Elect Director Mitchell E. Daniels, Jr.	For	For	A vote FOR the director nominees is warranted.
Cerner Corporation	CERN	USA	26/05/2022	Elect Director	Elect Director Elder Granger	For	For	A vote FOR the director nominees is warranted.
Cerner Corporation	CERN	USA	26/05/2022	Elect Director	Elect Director John J. Greisch	For	For	A vote FOR the director nominees is warranted.
Cerner Corporation	CERN	USA	26/05/2022	Elect Director	Elect Director Melinda J. Mount	For	For	A vote FOR the director nominees is warranted.
Cerner Corporation	CERN	USA	26/05/2022	Elect Director	Elect Director George A. Riedel	For	For	A vote FOR the director nominees is warranted.
Cerner Corporation	CERN	USA	26/05/2022	Elect Director	Elect Director R. Halsey Wise	For	For	A vote FOR the director nominees is warranted.
Cerner Corporation	CERN	USA	26/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Cerner Corporation	CERN	USA	26/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Pay and performance are reasonably aligned. Annual incentives are primarily based on pre-set financial measures and half of equity awards are performance based.
Cerner Corporation	CERN	USA	26/05/2022	Reduce Supermajority Vote Requirement	Eliminate Supermajority Vote Requirements for Certain Business Combination Transactions	For	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.
Cerner Corporation	CERN	USA	26/05/2022	Reduce Supermajority Vote Requirement	Eliminate Supermajority Vote Requirement to Amend or Repeal the By-Laws	For	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.
Cerner Corporation	CERN	USA	26/05/2022	Reduce Supermajority Vote Requirement	Eliminate Supermajority Vote Requirement to Repeal Provisions of the Certificate	For	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.
Cerner Corporation	CERN	USA	26/05/2022	Reduce Supermajority Vote Requirement	Eliminate Supermajority Vote Requirement to Remove Directors With or Without Cause	For	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.
Cerner Corporation	CERN	USA	26/05/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Cerner Corporation	CERN	USA	26/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Provide Right to Call a Special Meeting	For	For	A vote FOR this proposal is warranted as it is reasonable and in the best interests of shareholders, and that it will help increase the accountability of the board and management.
CF Industries Holdings, Inc.	CF	USA	11/05/2022	Elect Director	Elect Director Javed Ahmed	For	For	A vote FOR the director nominees is warranted.
CF Industries Holdings, Inc.	CF	USA	11/05/2022	Elect Director	Elect Director Robert C. Arzbaecher	For	For	A vote FOR the director nominees is warranted.
CF Industries Holdings, Inc.	CF	USA	11/05/2022	Elect Director	Elect Director Deborah L. DeHaas	For	For	A vote FOR the director nominees is warranted.
CF Industries Holdings, Inc.	CF	USA	11/05/2022	Elect Director	Elect Director John W. Eaves	For	For	A vote FOR the director nominees is warranted.
CF Industries Holdings, Inc.	CF	USA	11/05/2022	Elect Director	Elect Director Stephen J. Haage	For	For	A vote FOR the director nominees is warranted.
CF Industries Holdings, Inc.	CF	USA	11/05/2022	Elect Director	Elect Director Jesus Madrazo Yris	For	For	A vote FOR the director nominees is warranted.
CF Industries Holdings, Inc.	CF	USA	11/05/2022	Elect Director	Elect Director Anne P. Noonan	For	For	A vote FOR the director nominees is warranted.
CF Industries Holdings, Inc.	CF	USA	11/05/2022	Elect Director	Elect Director Michael J. Toelle	For	For	A vote FOR the director nominees is warranted.
CF Industries Holdings, Inc.	CF	USA	11/05/2022	Elect Director	Elect Director Theresa E. Wagler	For	For	A vote FOR the director nominees is warranted.
CF Industries Holdings, Inc.	CF	USA	11/05/2022	Elect Director	Elect Director Celso L. White	For	For	A vote FOR the director nominees is warranted.
CF Industries Holdings, Inc.	CF	USA	11/05/2022	Elect Director	Elect Director W. Anthony Will	For	For	A vote FOR the director nominees is warranted.
CF Industries Holdings, Inc.	CF	USA	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned. The annual incentives are primarily based on a financial target and equity awards are primarily performance-based.
CF Industries Holdings, Inc.	CF	USA	11/05/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
CF Industries Holdings, Inc.	CF	USA	11/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
CF Industries Holdings, Inc.	CF	USA	11/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.
Citizens Financial Group Inc.	CFG	USA	28/04/2022	Elect Director	Elect Director Bruce Van Saun	For	For	A vote FOR the director nominees is warranted.
Citizens Financial Group Inc.	CFG	USA	28/04/2022	Elect Director	Elect Director Shivan Subramaniam	For	For	A vote FOR the director nominees is warranted.
Citizens Financial Group Inc.	CFG	USA	28/04/2022	Elect Director	Elect Director Christopher J. Swift	For	For	A vote FOR the director nominees is warranted.
Citizens Financial Group Inc.	CFG	USA	28/04/2022	Elect Director	Elect Director Wendy A. Watson	For	For	A vote FOR the director nominees is warranted.
Citizens Financial Group Inc.	CFG	USA	28/04/2022	Elect Director	Elect Director Marita Zuraitis	For	For	A vote FOR the director nominees is warranted.
Citizens Financial Group Inc.	CFG	USA	28/04/2022	Elect Director	Elect Director Lee Alexander	For	For	A vote FOR the director nominees is warranted.
Citizens Financial Group Inc.	CFG	USA	28/04/2022	Elect Director	Elect Director Christine M. Cumming	For	For	A vote FOR the director nominees is warranted.
Citizens Financial Group Inc.	CFG	USA	28/04/2022	Elect Director	Elect Director Kevin Cummings	For	For	A vote FOR the director nominees is warranted.
Citizens Financial Group Inc.	CFG	USA	28/04/2022	Elect Director	Elect Director William P. Hankowsky	For	For	A vote FOR the director nominees is warranted.
Citizens Financial Group Inc.	CFG	USA	28/04/2022	Elect Director	Elect Director Edward J. ("Ned") Kelly, III	For	For	A vote FOR the director nominees is warranted.
Citizens Financial Group Inc.	CFG	USA	28/04/2022	Elect Director	Elect Director Robert G. Leary	For	For	A vote FOR the director nominees is warranted.
Citizens Financial Group Inc.	CFG	USA	28/04/2022	Elect Director	Elect Director Terrance J. Lillis	For	For	A vote FOR the director nominees is warranted.
Citizens Financial Group Inc.	CFG	USA	28/04/2022	Elect Director	Elect Director Michele N. Sierkerka	For	For	A vote FOR the director nominees is warranted.
Citizens Financial Group Inc.	CFG	USA	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. Concerns continue to be raised by the heavy reliance on compensation committee discretion in determining total executive pay. In addition, the forward-looking goals for the performance shares remain undisclosed and the committee granted retention awards to senior executives, including NEOs. While these issues warrant continued shareholder monitoring going forward, there are mitigating factors. Notably, the use of discretion has not resulted in a quantitative pay-for-performance misalignment and the increase in performance year pay is directionally aligned with overall company performance. Moreover, equity awards, including the retention awards, are largely performance based and utilize a multi-year measurement period, and the goals are disclosed retroactively. Shareholders are advised to monitor the company's incentive pay structure, particularly should CEO pay and company performance become misaligned going forward.
Citizens Financial Group Inc.	CFG	USA	28/04/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Citizens Financial Group Inc.	CFG	USA	28/04/2022	Reduce Supermajority Vote Requirement	Eliminate Supermajority Vote Requirement	For	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.
Costa Group Holdings Limited	CGC	Australia	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted. * The company's remuneration structure is generally in line with shareholder interests and market practice. * STI bonuses are not excessive and sufficiently aligned with performance and shareholder returns and ** FY19 LTI lapsed given performance targets were not met. Concerns are noted that the company does not disclose the EPS and growth targets in the LTI. Some shareholders may question whether the description of 'growth targets' in the LTI is discretionary given that growth is typically objectively measured and readily capable of disclosure.
Costa Group Holdings Limited	CGC	Australia	25/05/2022	Elect Director	Elect Janette Kendall as Director	Against	Against	Votes AGAINST incumbent Nominating Committee members Harry Debney, Janette Kendall and Elizabeth Jane Wilson are warranted for lack of diversity on the board.
Costa Group Holdings Limited	CGC	Australia	25/05/2022	Elect Director	Elect Jane Wilson as Director	Against	Against	Votes AGAINST incumbent Nominating Committee members Harry Debney, Janette Kendall and Elizabeth Jane Wilson are warranted for lack of diversity on the board.
Costa Group Holdings Limited	CGC	Australia	25/05/2022	Elect Director	Elect Harry Debney as Director	Against	Against	Votes AGAINST incumbent Nominating Committee members Harry Debney, Janette Kendall and Elizabeth Jane Wilson are warranted for lack of diversity on the board.
Costa Group Holdings Limited	CGC	Australia	25/05/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Non-Executive Directors' Fee Pool	For	For	A vote FOR the proposed increase to the non-executive director's fee cap is warranted. The headroom in the existing cap is presently insufficient to accommodate the appointment of an additional director if sought fit as part of the board refreshment or growth in the board.
Costa Group Holdings Limited	CGC	Australia	25/05/2022	Approve Share Plan Grant	Approve Grant of STI Performance Rights to Sean Hallahan	For	For	A qualified vote FOR the grant of performance rights under the STI plan is warranted. * This is an advance grant of the STI bonus for FY22. * There is no evidence of abuse of this approval in prior years and quantum is not excessive. The qualification is to highlight concerns that the company is seeking approval for an advance grant of rights to the CEO for the next year's performance when that year has not been completed or reported on, and performance targets are not disclosed. There seems no benefit to shareholders to give approval in advance compared to the typical process of approval after the performance has been assessed.
Costa Group Holdings Limited	CGC	Australia	25/05/2022	Approve Stock Option Plan Grants	Approve Grant of LTI Options to Sean Hallahan	For	For	A vote FOR the grant of LTI options to the CEO is warranted. The terms of the grant be in market practice with * a three-year performance period, * two performance targets (EPS and growth targets), * an exercise price set at the prevailing share price, and * quantum is not excessive.
Cargotec Oyj	CGCBV	Finland	17/03/2022	Open Meeting	Open Meeting			These are routine meeting formalities.
Cargotec Oyj	CGCBV	Finland	17/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report (Advisory Vote)	Against	Against	A vote AGAINST this item is warranted because vested long-term awards had performance periods of less than three years.
Cargotec Oyj	CGCBV	Finland	17/03/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of EUR 95,000 for Chairman, EUR 70,000 for Vice Chairman, and EUR 55,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	For	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.

Cargotec Oyj	CGCBV	Finland	17/03/2022	Fix Number of Directors and/or Auditors	Fix Number of Directors at Eight	For	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.
Cargotec Oyj	CGCBV	Finland	17/03/2022	Elect Directors (Bundled)	Reelect Ilkka Herlin, Teresa Kemppli-Vasama, Johanna Lamminen, Kaisa Oikkonen, Teuvo Salminen, Heikki Soljama, Jaakko Eskola and Casimir Lindholm as Directors	Against	Against	A vote AGAINST this item is warranted because: " Jaakko Eskola is overboarded" Less than half the audit committee is independent, and the committee chairman is non-independent.
Cargotec Oyj	CGCBV	Finland	17/03/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Approve Remuneration of Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Cargotec Oyj	CGCBV	Finland	17/03/2022	Fix Number of Directors and/or Auditors	Fix Number of Auditors at One	For	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the number of auditors.
Cargotec Oyj	CGCBV	Finland	17/03/2022	Ratify Auditors	Ratify Ernst & Young as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Cargotec Oyj	CGCBV	Finland	17/03/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.
Cargotec Oyj	CGCBV	Finland	17/03/2022	Close Meeting	Close Meeting	For	For	This is a non-voting formality.
Cargotec Oyj	CGCBV	Finland	17/03/2022	Call the Meeting to Order	Call the Meeting to Order	For	For	These are routine meeting formalities.
Cargotec Oyj	CGCBV	Finland	17/03/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or Vote Tabulation	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	For	For	These are routine meeting formalities.
Cargotec Oyj	CGCBV	Finland	17/03/2022	Acknowledge Proper Convening of Meeting	Acknowledge Proper Convening of Meeting	For	For	These are routine meeting formalities.
Cargotec Oyj	CGCBV	Finland	17/03/2022	Prepare and Approve List of Shareholders	Prepare and Approve List of Shareholders	For	For	These are routine meeting formalities.
Cargotec Oyj	CGCBV	Finland	17/03/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports	For	For	This is a routine, non-voting item.
Cargotec Oyj	CGCBV	Finland	17/03/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Cargotec Oyj	CGCBV	Finland	17/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 1.07 Per Class A Share and EUR 1.08 Per Class B Share	For	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Cargotec Oyj	CGCBV	Finland	17/03/2022	Approve Discharge of Board and President	Approve Discharge of Board and President	For	For	A vote FOR this proposal is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Challenger Limited	CGF	Australia	28/10/2021	Elect Director	Elect Duncan West as Director	For	For	A vote FOR all nominees is warranted.
Challenger Limited	CGF	Australia	28/10/2021	Elect Director	Elect Melanie Willis as Director	For	For	A vote FOR all nominees is warranted.
Challenger Limited	CGF	Australia	28/10/2021	Elect Director	Elect John M. Green as Director	For	For	A vote FOR all nominees is warranted.
Challenger Limited	CGF	Australia	28/10/2021	Elect Director	Elect Heather Smith as Director	For	For	A vote FOR all nominees is warranted.
Challenger Limited	CGF	Australia	28/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the Remuneration Report is warranted.* No material misalignment between pay and performance and shareholder outcomes is observed for the period under review.* In FY21 fixed remuneration is unchanged and consistent with peers, STI bonuses were reduced by 30 percent pursuant to board discretion to align with performance and, there was no LTI vesting for the third consecutive year.* The company has responded appropriately to address shareholder concerns raised at the 2020 AGM as seen in the introduction of a specific STI modifier and its application in FY21 appears to be better aligned with performance and shareholder expectations. Nevertheless, ongoing issues that remain of concern to warrant this qualification include: The re-weighting of the STI bonus away from quantitative financial performance measures in the STI with 60 percent based on an assessment of non-financial measures which appear more like "day job" duties of the CEO and executives.* The high level of Chairman fees well above median.* The LTI award allows for re-testing one year after the initial four-year performance period and there is no positive TSR gateway requirement.
Challenger Limited	CGF	Australia	28/10/2021	Approve the Spill Resolution	Approve the Spill Resolution	Against	Against	A vote AGAINST this resolution to spill the Board is warranted. The company's performance in FY21 has improved and there no material governance concerns highlighted at present. The company has taken steps to improve communication with investors, accompanied by improvements in remuneration disclosure, restraint in remuneration increases, discretion applied to reduce the FY21 STI award, commencement of reviews of the LTI plan, Directors' fees and committee structure.
Cognex Corporation	CGNX	USA	4/05/2022	Elect Director	Elect Director Anthony Sun	For	For	A vote FOR the director nominees is warranted.
Cognex Corporation	CGNX	USA	4/05/2022	Elect Director	Elect Director Robert J. Willett	For	For	A vote FOR the director nominees is warranted.
Cognex Corporation	CGNX	USA	4/05/2022	Elect Director	Elect Director Marjorie T. Sennett	For	For	A vote FOR the director nominees is warranted.
Cognex Corporation	CGNX	USA	4/05/2022	Ratify Auditors	Ratify Grant Thornton LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Cognex Corporation	CGNX	USA	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as CEO pay and company performance are reasonably aligned at this time. Nevertheless, continued shareholder monitoring is warranted as CEO pay increased significantly and shareholders would benefit from increased disclosure regarding the individual performance objectives assessed under the annual incentive plan, and from the majority of the company's regular equity awards being conditioned on objective long-term performance metrics.
Charter Hall Group	CHC	Australia	11/11/2021	Elect Director	Elect Jacqueline Chow as Director	For	For	A vote FOR Jacqueline Chow is warranted as no material issues have been identified regarding board and committee composition resulting from her nomination.
Charter Hall Group	CHC	Australia	11/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST this resolution is warranted. Quantitative analysis indicates a medium level of concern of misalignment of pay, performance and shareholder outcomes. While financial performance and investor returns have been good, the CEO's total remuneration is well above the median of market cap and industry peers. The remuneration framework continues to be well structured, with CEO fixed remuneration being in line with market peers, while bonuses are also consistent with targets and results, however, somewhat outsized. The primary reason for this recommendation is the proposal to offer the CEO a near \$16 million retention grant as proposed in Item 6 of the agenda. This is in addition to the STI and LTI opportunities which are disclosed to be increasing in FY22 and the maximum STI and LTI vesting outcomes in FY21. While the board proposes certain performance measures (include TSR CAGR in the range of 12-15 percent) in the retention grant, these are not considered to involve sufficient rigor especially noting the disclosure as part of the FY19 LTI vesting outcomes that TSR over the performance period was 36.8 percent per annum. Concerns in the FY21 remuneration report are also noted in regard to the following: " The CEO's STI bonus and LTI grant which are well above the median of market cap and industry peers. In FY22, the CEO's target STI opportunity will also increase from 100 percent to 150 percent of fixed remuneration and the target LTI opportunity will increase from 150 percent to 200 percent of fixed remuneration, representing a material increase in the CEO's total remuneration opportunity moving further above many market cap and industry peers.* There is a continued absence of appropriate transparency of specific and quantified STI targets which represents inferior disclosure compared with the better practices amongst market cap and industry peers;" The allocation of LTI awards is based on fair value which is inconsistent with good governance expectations and practices of the vast majority of market cap and industry peers. The fair value methodology is an accounting requirement however is broadly discredited for the purposes of determining LTI grants given this results in obfuscating excessive remuneration.* The TSR comparator group in the LTI is overly narrow; and" The relative TSR hurdle lacks a positive TSR gateway to ensure vesting of bonuses for positive investor returns.
Charter Hall Group	CHC	Australia	11/11/2021	Approve Share Plan Grant	Approve Issuance of Service Rights to David Harrison	For	For	A vote FOR the resolutions to approve the grant of service rights (Item 4) representing the deferred FY21 STI bonus and the FY22 LTI grant of performance rights (Item 5) is warranted.* The FY21 STI bonus deferral is consistent with market practice and no material misalignment with performance has been observed in relation to the FY21 STI, and* The FY22 LTI grant has relative TSR and Operating EPS growth targets which are aligned with improved performance and shareholder returns. However, concerns are raised for " the high quantum of the STI and LTI awards," the narrow TSR comparator group in the LTI," the lack of a positive TSR gateway in the LTI grant,* allocation of the service rights and performance rights using a discounted "fair value" of securities, and* OEPS growth targets in the LTI of 5 percent to 7 percent appearing to be less than rigorous having regard to the recent strong results.
Charter Hall Group	CHC	Australia	11/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to David Harrison	For	For	A vote FOR the resolutions to approve the grant of service rights (Item 4) representing the deferred FY21 STI bonus and the FY22 LTI grant of performance rights (Item 5) is warranted.* The FY21 STI bonus deferral is consistent with market practice and no material misalignment with performance has been observed in relation to the FY21 STI, and* The FY22 LTI grant has relative TSR and Operating EPS growth targets which are aligned with improved performance and shareholder returns. However, concerns are raised for " the high quantum of the STI and LTI awards," the narrow TSR comparator group in the LTI," the lack of a positive TSR gateway in the LTI grant,* allocation of the service rights and performance rights using a discounted "fair value" of securities, and* OEPS growth targets in the LTI of 5 percent to 7 percent appearing to be less than rigorous having regard to the recent strong results.
Charter Hall Group	CHC	Australia	11/11/2021	Approve Share Plan Grant	Approve Issuance of ROP Performance Rights to David Harrison	Against	Against	A vote AGAINST the issuance of ROP performance rights to the CEO is warranted. This represents a grant of approximately \$16 million at the prevailing share price which is materially in excess of accepted standards in this market. It is noted that the CEO's existing STIs and LTIs have vested at maximum levels in FY21 and disclosure indicates that STI and LTI opportunities will be increased from FY22. Quantitative pay for performance analysis indicates a medium level of concern for misalignment of remuneration, and this grant exacerbates concerns. Additional concerns are noted that: " The ROP appears to be intended as a one-off retention mechanism, however, this is in addition to annual STI and LTI opportunities, and the quantum is grossly in excess of what shareholders in this market typically accept as reasonable.* The TSR growth in the range of 12 percent to 15 percent per annum is not considered to represent sufficient outperformance to warrant a \$16 million bonus at prevailing face value, having regard for the fact that three-year OEPS disclosed in the vesting of the FY19 LTI was 22.5 percent and TSR growth over that period was 36.8 percent.* Disclosure indicates that the calculation of performance against the performance conditions and the vesting outcomes will be determined by the Board in its absolute discretion which raises material concern for an excessive and misaligned remuneration opportunity and the nature and extent of board discretion.
Charter Hall Group	CHC	Australia	11/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A vote FOR the increase in the maximum aggregate NED remuneration cap is warranted. It is disclosed that the proposed increase is sought to allow for the appointment of additional directors as part of board refreshment and to pass an increase in individual NED fees, noting that NED fees are not presently excessive or problematic.
Church & Dwight Co., Inc.	CHD	USA	28/04/2022	Elect Director	Elect Director Bradlen S. Cashaw	For	For	A vote FOR the director nominees is warranted.
Church & Dwight Co., Inc.	CHD	USA	28/04/2022	Elect Director	Elect Director James R. Craigie	For	For	A vote FOR the director nominees is warranted.
Church & Dwight Co., Inc.	CHD	USA	28/04/2022	Elect Director	Elect Director Matthew T. Farrell	For	For	A vote FOR the director nominees is warranted.
Church & Dwight Co., Inc.	CHD	USA	28/04/2022	Elect Director	Elect Director Bradley C. Irwin	For	For	A vote FOR the director nominees is warranted.
Church & Dwight Co., Inc.	CHD	USA	28/04/2022	Elect Director	Elect Director Penry W. Price	For	For	A vote FOR the director nominees is warranted.
Church & Dwight Co., Inc.	CHD	USA	28/04/2022	Elect Director	Elect Director Susan G. Saideman	For	For	A vote FOR the director nominees is warranted.
Church & Dwight Co., Inc.	CHD	USA	28/04/2022	Elect Director	Elect Director Ravichandra K. Saligram	For	For	A vote FOR the director nominees is warranted.
Church & Dwight Co., Inc.	CHD	USA	28/04/2022	Elect Director	Elect Director Robert K. Shearer	For	For	A vote FOR the director nominees is warranted.

Church & Dwight Co., Inc.	CHD	USA	28/04/2022	Elect Director	Elect Director Janet S. Vergis	For	For	A vote FOR the director nominees is warranted.
Church & Dwight Co., Inc.	CHD	USA	28/04/2022	Elect Director	Elect Director Arthur B. Winkleblack	For	For	A vote FOR the director nominees is warranted.
Church & Dwight Co., Inc.	CHD	USA	28/04/2022	Elect Director	Elect Director Laurie J. Yoler	For	For	A vote FOR the director nominees is warranted.
Church & Dwight Co., Inc.	CHD	USA	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although concerns are noted regarding the lack of performance-based equity, a vote FOR this proposal is warranted as pay and performance are reasonable aligned.
Church & Dwight Co., Inc.	CHD	USA	28/04/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Church & Dwight Co., Inc.	CHD	USA	28/04/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Church & Dwight Co., Inc.	CHD	USA	28/04/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right would remain small.
Check Point Software Technologies Ltd.	CHKP	Israel	10/08/2021	Elect Director	Reelect Gil Shwed as Director	For	For	A vote FOR is warranted, as there are no issues with the nominees.
Check Point Software Technologies Ltd.	CHKP	Israel	10/08/2021	Elect Director	Reelect Jerry Ungerman as Director	For	For	A vote FOR is warranted, as there are no issues with the nominees.
Check Point Software Technologies Ltd.	CHKP	Israel	10/08/2021	Elect Director	Reelect Rupal Hollenbeck as Director	For	For	A vote FOR is warranted, as there are no issues with the nominees.
Check Point Software Technologies Ltd.	CHKP	Israel	10/08/2021	Elect Director	Reelect Tal Shavit as Director	For	For	A vote FOR is warranted, as there are no issues with the nominees.
Check Point Software Technologies Ltd.	CHKP	Israel	10/08/2021	Elect Director	Reelect Eyal Waldman as Director	For	For	A vote FOR is warranted, as there are no issues with the nominees.
Check Point Software Technologies Ltd.	CHKP	Israel	10/08/2021	Elect Director	Reelect Shai Weiss as Director	For	For	A vote FOR is warranted, as there are no issues with the nominees.
Check Point Software Technologies Ltd.	CHKP	Israel	10/08/2021	Elect Director	Reelect Yoav Chelouche as External Director	For	For	A vote FOR is warranted, as there are no issues with the nominees.
Check Point Software Technologies Ltd.	CHKP	Israel	10/08/2021	Elect Director	Reelect Guy Gecht as External Director	For	For	A vote FOR is warranted, as there are no issues with the nominees.
Check Point Software Technologies Ltd.	CHKP	Israel	10/08/2021	Amend Articles Board-Related	Amend Article Re: Board Related	For	For	A vote FOR this item is warranted, as the proposed amendment does not raise any apparent concerns.
Check Point Software Technologies Ltd.	CHKP	Israel	10/08/2021	Approve Auditors and Authorize Board to Fix Their Remuneration	Reappoint Kost. Forer, Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal to ratify the audit firm and fix their remuneration is warranted.
Check Point Software Technologies Ltd.	CHKP	Israel	10/08/2021	Approve/Amend Employment Agreements	Approve Employment Terms of Gil Shwed, CEO	For	For	A vote FOR this item is warranted, as the company has improved disclosure around the CEO compensation terms as well as the quantum of pay has been reduced compared to prior years. However, qualified support for this item is merited as some concern remains for the evergreen provision and level of burn-rate, which warrants continued scrutiny from shareholders.
Check Point Software Technologies Ltd.	CHKP	Israel	10/08/2021	Indicate That You Do Not Have Personal Interest in Proposed Agenda Item	Vote FOR if you are NOT a controlling shareholder and do NOT have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. If you vote AGAINST, please provide an explanation to your account manager	Refer	For	Shareholders must indicate whether they are controlling shareholders or have a personal interest related to these agenda items, or else their ballots will be disqualified.
Chalice Mining Ltd.	CHN	Australia	24/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted as there is no material misalignment between pay and performance and shareholder outcomes for the period under review. STI and LTI payouts appear to be in line with performance and shareholder outcomes over the relevant periods. In addition, STI disclosure is reasonable, where most of the STI targets are disclosed, and the overall structure of LTI is not problematic.
Chalice Mining Ltd.	CHN	Australia	24/11/2021	Elect Director	Elect Stephen McIntosh as Director	For	For	A vote FOR the election of independent non-executive directors Stephen McIntosh (Item 2) and Linda Kenyon (Item 3) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination. A qualified vote FOR the election of Derek La Ferla (Item 4) is warranted because he is considered to be overboarded under Sustainability Advisory Services Australian Policy as he holds more than the equivalent of five non-executive director positions (where the chair position is equivalent to two normal non-executive director roles). However, it is acknowledged that Mr La Ferla intends to retire from the Sandfire board at the end of the current financial year, which will address the overboarding concern.
Chalice Mining Ltd.	CHN	Australia	24/11/2021	Elect Director	Elect Linda Kenyon as Director	For	For	A vote FOR the election of independent non-executive directors Stephen McIntosh (Item 2) and Linda Kenyon (Item 3) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination. A qualified vote FOR the election of Derek La Ferla (Item 4) is warranted because he is considered to be overboarded under Sustainability Advisory Services Australian Policy as he holds more than the equivalent of five non-executive director positions (where the chair position is equivalent to two normal non-executive director roles). However, it is acknowledged that Mr La Ferla intends to retire from the Sandfire board at the end of the current financial year, which will address the overboarding concern.
Chalice Mining Ltd.	CHN	Australia	24/11/2021	Elect Director	Elect Derek La Ferla as Director	For	For	A vote FOR the election of independent non-executive directors Stephen McIntosh (Item 2) and Linda Kenyon (Item 3) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination. A qualified vote FOR the election of Derek La Ferla (Item 4) is warranted because he is considered to be overboarded under Sustainability Advisory Services Australian Policy as he holds more than the equivalent of five non-executive director positions (where the chair position is equivalent to two normal non-executive director roles). However, it is acknowledged that Mr La Ferla intends to retire from the Sandfire board at the end of the current financial year, which will address the overboarding concern.
Chalice Mining Ltd.	CHN	Australia	24/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A vote FOR this resolution is warranted. The company appears to have sufficient headroom to provide future flexibility to retain the current directors, but the proposed increase may be needed to create the capacity to appoint additional non-executive directors when determined appropriate. In addition, the proposed increase of \$200,000, or 30.8 percent is not unreasonable, particularly when the proposed new fee cap is compared to other companies in the S&P/ASX 200. Without the option grants, non-executive director fees are also not considered excessive relative to peers.
Chalice Mining Ltd.	CHN	Australia	24/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Alex Dorsch	For	For	A vote FOR this resolution is warranted because the grant broadly conform to market practice and shareholder requirements. The quantum is not excessive, performance period is at the minimum accepted in this market of three years, and the performance hurdles do not raise material concerns.
Chalice Mining Ltd.	CHN	Australia	24/11/2021	Approve Stock Option Plan Grants	Approve Issuance of Options to Stephen McIntosh	Against	Against	A vote AGAINST this resolution is warranted because local market standards do not support the grant of incentive equity awards to non-executive directors in light of ensuring independent judgment by non-executive directors and preventing any potential conflict of interest.
Chalice Mining Ltd.	CHN	Australia	24/11/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Placement Shares to Sophisticated, Professional and Institutional Investors	For	For	A vote FOR this resolution is warranted given the reasonable dilution and discount, and the compelling rationale for the placement. There was also an entitlement offer made to all shareholders allowing them to participate via a separate SPP.
Chalice Mining Ltd.	CHN	Australia	24/11/2021	Approve Acquisition OR Issue Shares in Connection with Acquisition	Ratify Past Issuance of 2.30 Million Consideration Shares to the Properties' Land Owners	For	For	A vote FOR this resolution is warranted as the shares were issued as part consideration for the acquisition of certain properties at the company's Julimar Project and the total associated dilution is relatively modest (>1 percent). The payment of acquisition consideration through issuance of shares is not uncommon in this market and no material governance concerns are raised.
Chalice Mining Ltd.	CHN	Australia	24/11/2021	Approve Acquisition OR Issue Shares in Connection with Acquisition	Ratify Past Issuance of 1.03 Million Consideration Shares to the Properties' Land Owners	For	For	A vote FOR this resolution is warranted as the shares were issued as part consideration for the acquisition of certain properties at the company's Julimar Project and the total associated dilution is relatively modest (>1 percent). The payment of acquisition consideration through issuance of shares is not uncommon in this market and no material governance concerns are raised.
Chalice Mining Limited	CHN	Australia	3/12/2021	Approve Reduction in Share Capital	Approve Capital Reduction and In-Specie Distribution of Shares	For	For	A vote FOR this resolution is warranted given: "The compelling strategic rationale provided by the board, including the improved optimisation of exploration and shareholder benefits arising from the independent businesses; and" Existing eligible shareholders can participate in the potential upside of the demerged business, which will be listed on the ASX.
C.H. Robinson Worldwide, Inc.	CHRW	USA	5/05/2022	Elect Director	Elect Director Scott P. Anderson	For	For	A vote FOR the director nominees is warranted.
C.H. Robinson Worldwide, Inc.	CHRW	USA	5/05/2022	Elect Director	Elect Director Robert C. Biesterfeld Jr.	For	For	A vote FOR the director nominees is warranted.
C.H. Robinson Worldwide, Inc.	CHRW	USA	5/05/2022	Elect Director	Elect Director Kermit R. Crawford	For	For	A vote FOR the director nominees is warranted.
C.H. Robinson Worldwide, Inc.	CHRW	USA	5/05/2022	Elect Director	Elect Director Timothy C. Gokey	For	For	A vote FOR the director nominees is warranted.
C.H. Robinson Worldwide, Inc.	CHRW	USA	5/05/2022	Elect Director	Elect Director Mark A. Goodburn	For	For	A vote FOR the director nominees is warranted.
C.H. Robinson Worldwide, Inc.	CHRW	USA	5/05/2022	Elect Director	Elect Director Mary J. Steele Guilfoile	For	For	A vote FOR the director nominees is warranted.
C.H. Robinson Worldwide, Inc.	CHRW	USA	5/05/2022	Elect Director	Elect Director Jodee A. Kozlak	For	For	A vote FOR the director nominees is warranted.
C.H. Robinson Worldwide, Inc.	CHRW	USA	5/05/2022	Elect Director	Elect Director Henry J. Maier	For	For	A vote FOR the director nominees is warranted.
C.H. Robinson Worldwide, Inc.	CHRW	USA	5/05/2022	Elect Director	Elect Director James B. Stake	For	For	A vote FOR the director nominees is warranted.
C.H. Robinson Worldwide, Inc.	CHRW	USA	5/05/2022	Elect Director	Elect Director Paula C. Tolliver	For	For	A vote FOR the director nominees is warranted.
C.H. Robinson Worldwide, Inc.	CHRW	USA	5/05/2022	Elect Director	Elect Director Henry W. "Jay" Winship	For	For	A vote FOR the director nominees is warranted.
C.H. Robinson Worldwide, Inc.	CHRW	USA	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. The annual incentives are based on a pre-set financial metric and half of the long-term incentive plan is performance-based.
C.H. Robinson Worldwide, Inc.	CHRW	USA	5/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
C.H. Robinson Worldwide, Inc.	CHRW	USA	5/05/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	Against	Against	Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive; * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and * The plan allows broad discretion to accelerate vesting.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Elect Director	Elect Director W. Lance Conn	Against	Against	A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.

Charter Communications, Inc.	CHTR	USA	26/04/2022	Elect Director	Elect Director Kim C. Goodman	For	For	A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Elect Director	Elect Director Craig A. Jacobson	For	For	A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Elect Director	Elect Director Gregory B. Maffei	Against	Against	A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Elect Director	Elect Director John D. Markley, Jr.	For	For	A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Elect Director	Elect Director David C. Merritt	For	For	A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Elect Director	Elect Director James E. Meyer	For	For	A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Elect Director	Elect Director Steven A. Miron	Against	Against	A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Elect Director	Elect Director Balan Nair	For	For	A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Elect Director	Elect Director Michael A. Newhouse	For	For	A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Elect Director	Elect Director Mauricio Ramos	Against	Against	A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Elect Director	Elect Director Thomas M. Rutledge	For	For	A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Elect Director	Elect Director Eric L. Zinterhofer	Against	Against	A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Political Lobbying Disclosure	Report on Lobbying Payments and Policy	For	For	A vote FOR this resolution is warranted, as additional reporting on the company's lobbying practices and policies, including its trade association memberships and payments, would benefit shareholders in assessing its management of related risks.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Political Contributions Disclosure	Report on Congruency of Political Spending with Company Values and Priorities	For	For	A vote FOR this proposal is warranted, as more comprehensive information regarding the company's political contribution spending and nonprofit organization participation would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.
Charter Communications, Inc.	CHTR	USA	26/04/2022	GHG Emissions	Disclose Climate Action Plan and GHG Emissions Reduction Targets	For	For	A vote FOR this proposal is warranted, as additional information on the company's GHG emissions reduction goals aligned with Paris Agreement goals, would allow shareholders to better assess how the company is mitigating climate change related risks.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Report on EEO	Adopt Policy to Annually Disclose EEO-1 Data	For	For	A vote FOR this proposal is warranted, as additional diversity-related disclosure would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Report on EEO	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	For	For	A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of Charter's diversity, equity and inclusion efforts and management of related risks.
Cigna Corporation	CI	USA	27/04/2022	Elect Director	Elect Director David M. Cordani	For	For	A vote FOR the director nominees is warranted.
Cigna Corporation	CI	USA	27/04/2022	Elect Director	Elect Director William J. DeLaney	For	For	A vote FOR the director nominees is warranted.
Cigna Corporation	CI	USA	27/04/2022	Elect Director	Elect Director Eric J. Foss	For	For	A vote FOR the director nominees is warranted.
Cigna Corporation	CI	USA	27/04/2022	Elect Director	Elect Director Eldar Granger	For	For	A vote FOR the director nominees is warranted.
Cigna Corporation	CI	USA	27/04/2022	Elect Director	Elect Director Neesha Hathi	For	For	A vote FOR the director nominees is warranted.
Cigna Corporation	CI	USA	27/04/2022	Elect Director	Elect Director George Kurian	For	For	A vote FOR the director nominees is warranted.
Cigna Corporation	CI	USA	27/04/2022	Elect Director	Elect Director Kathleen M. Mazzarella	For	For	A vote FOR the director nominees is warranted.
Cigna Corporation	CI	USA	27/04/2022	Elect Director	Elect Director Mark B. McClellan	For	For	A vote FOR the director nominees is warranted.
Cigna Corporation	CI	USA	27/04/2022	Elect Director	Elect Director Kimberly A. Ross	For	For	A vote FOR the director nominees is warranted.
Cigna Corporation	CI	USA	27/04/2022	Elect Director	Elect Director Eric C. Wiseman	For	For	A vote FOR the director nominees is warranted.
Cigna Corporation	CI	USA	27/04/2022	Elect Director	Elect Director Donna F. Zarcone	For	For	A vote FOR the director nominees is warranted.
Cigna Corporation	CI	USA	27/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. Both annual and long-term incentive programs are sufficiently linked to objective performance goals, and paid out below target for 2021 and 2019-2021 performance. However, concerns are noted regarding the lack of forward-looking goal disclosure under the long-term incentive program, and the significant use of committee discretion for annual incentive awards. Continued monitoring of incentive program payouts and structure is warranted.
Cigna Corporation	CI	USA	27/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Cigna Corporation	CI	USA	27/04/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold would make the special meeting right more easily exercisable by institutional investors, while still providing protection against abuse.
Cigna Corporation	CI	USA	27/04/2022	Gender Pay Gap	Report on Gender Pay Gap	For	For	A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives.

Cigna Corporation	CI	USA	27/04/2022	Political Contributions Disclosure	Report on Congruency of Political Spending with Company Values and Priorities	For	For	A vote FOR this proposal is warranted, as more comprehensive information comparing Cigna's public policy statements and its direct and indirect political contributions and nonprofit organization participation would enable shareholders to have a more comprehensive understanding of how the company overseas and manages risks from political activities conducted by its partners.
Champion Iron Limited	CIA	Canada	26/08/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the remuneration report is warranted. Problematic pay practices continue to be observed, which fall below better market standards in the Australian market, namely: " Absence of cogent information on vesting and achievement of targets, or otherwise, in prior LTI grants." Substantial vesting under the PSU for below median results;" A substantial component of the LTI (40 percent) allows for time-based vesting only through use of RSUs, which vesting beginning at year one which is inconsistent with the long-term focus of investors;" The company persists in failing to provide shareholders with the opportunity to consider and express their views on the terms of the LTI grant for FY22 given the absence of an LTI resolution." Quantitative Pay-for-Performance analysis suggests that under the multiple of peer median test, pay outcomes have not been well aligned to peers.
Champion Iron Limited	CIA	Canada	26/08/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A qualified vote FOR this resolution is warranted. The headroom in the existing cap may be insufficient to accommodate* the remuneration of the chairman position upon changing to a non-executive role, which the company states is the plan, and/or* appointment of two directors as part of board refreshment or succession planning.The vote recommendation is qualified to highlight concerns that the proposed increase would see the available headroom in the fee cap increase from approximately C\$271,000 to \$1,021,000 which is excessive.
Champion Iron Limited	CIA	Canada	26/08/2021	Approve Omnibus Stock Plan	Approve Omnibus Incentive Plan	Against	Against	A vote AGAINST approval of the Omnibus Incentive Plan is warranted. Although the plan is not exclusive to senior executives and establishes the broad framework for equity incentives for employees, concerns are noted that "restricted shares which are subject to time-based vesting are offered to executives," there is an absence of disclosure of vesting outcomes, and" there is excessive vesting permitted for salub median performance.Whilst non-executive directors are eligible to participate in the plan, the equity awards granted to non-executive directors represent a "salary sacrifice" arrangement and do not involve any performance-based aspect. It is expected that any future grants to the executive directors will be submitted to a shareholder vote.
Champion Iron Limited	CIA	Canada	26/08/2021	Amend Terms of Outstanding Options	Approve Amendment of the Terms of Options Held by David Cataford	For	For	A vote FOR this resolution is warranted as no material concerns are identified.
Champion Iron Limited	CIA	Canada	26/08/2021	Elect Director	Elect Michael O'Keefe as Director	For	For	Item 2A qualified vote FOR the re-election of Executive Chairman Michael O'Keefe is warranted. Which a non-independent executive chairman position is highly uncommon in ASX300 companies and inconsistent with good governance practices in the Australian market, support is recommended on the basis that the board remains majority of independent and the company has appointed a lead independent director. Added inconsistency with good governance standards in the Australian market are noted in that O'Keefe is classified as overboarded given that he is also a non-executive director at two other ASX-listed companies, Burgundy Diamond Mines and Mont Royal Resources.Item 3A qualified vote FOR the re-election of Non-Executive Director Gary Lawler is warranted. The qualification is to highlight concerns that he is chair of the remuneration and nomination committee and problematic pay practices continued to be observed.Items 4-7 and 9A vote FOR the re-election of Non-Executive Directors Andrew Love, Wayne Wouters, Jyothish George and Louise Groudin is warranted. No material corporate governance issues regarding board and committee composition resulting from their elections are noted.Item 5A qualified vote FOR the re-election of Non-Executive Director Michelle Cormier is warranted. Cormier is the chair of the Audit Committee and is classified as a non-independent director due to an affiliation with a substantial shareholder. The qualification is to highlight concerns regarding the structure of the audit committee as it does not comprise entirely of independent non-executive directors.Item 8A vote FOR the re-election of David Cataford (Item 8) is warranted. He is the CEO.
Champion Iron Limited	CIA	Canada	26/08/2021	Elect Director	Elect Gary Lawler as Director	For	For	Item 2A qualified vote FOR the re-election of Executive Chairman Michael O'Keefe is warranted. Which a non-independent executive chairman position is highly uncommon in ASX300 companies and inconsistent with good governance practices in the Australian market, support is recommended on the basis that the board remains majority of independent and the company has appointed a lead independent director. Added inconsistency with good governance standards in the Australian market are noted in that O'Keefe is classified as overboarded given that he is also a non-executive director at two other ASX-listed companies, Burgundy Diamond Mines and Mont Royal Resources.Item 3A qualified vote FOR the re-election of Non-Executive Director Gary Lawler is warranted. The qualification is to highlight concerns that he is chair of the remuneration and nomination committee and problematic pay practices continued to be observed.Items 4-7 and 9A vote FOR the re-election of Non-Executive Directors Andrew Love, Wayne Wouters, Jyothish George and Louise Groudin is warranted. No material corporate governance issues regarding board and committee composition resulting from their elections are noted.Item 5A qualified vote FOR the re-election of Non-Executive Director Michelle Cormier is warranted. Cormier is the chair of the Audit Committee and is classified as a non-independent director due to an affiliation with a substantial shareholder. The qualification is to highlight concerns regarding the structure of the audit committee as it does not comprise entirely of independent non-executive directors.Item 8A vote FOR the re-election of David Cataford (Item 8) is warranted. He is the CEO.
Champion Iron Limited	CIA	Canada	26/08/2021	Elect Director	Elect Andrew J. Love as Director	For	For	Item 2A qualified vote FOR the re-election of Executive Chairman Michael O'Keefe is warranted. Which a non-independent executive chairman position is highly uncommon in ASX300 companies and inconsistent with good governance practices in the Australian market, support is recommended on the basis that the board remains majority of independent and the company has appointed a lead independent director. Added inconsistency with good governance standards in the Australian market are noted in that O'Keefe is classified as overboarded given that he is also a non-executive director at two other ASX-listed companies, Burgundy Diamond Mines and Mont Royal Resources.Item 3A qualified vote FOR the re-election of Non-Executive Director Gary Lawler is warranted. The qualification is to highlight concerns that he is chair of the remuneration and nomination committee and problematic pay practices continued to be observed.Items 4-7 and 9A vote FOR the re-election of Non-Executive Directors Andrew Love, Wayne Wouters, Jyothish George and Louise Groudin is warranted. No material corporate governance issues regarding board and committee composition resulting from their elections are noted.Item 5A qualified vote FOR the re-election of Non-Executive Director Michelle Cormier is warranted. Cormier is the chair of the Audit Committee and is classified as a non-independent director due to an affiliation with a substantial shareholder. The qualification is to highlight concerns regarding the structure of the audit committee as it does not comprise entirely of independent non-executive directors.Item 8A vote FOR the re-election of David Cataford (Item 8) is warranted. He is the CEO.
Champion Iron Limited	CIA	Canada	26/08/2021	Elect Director	Elect Michelle Cormier as Director	For	For	Item 2A qualified vote FOR the re-election of Executive Chairman Michael O'Keefe is warranted. Which a non-independent executive chairman position is highly uncommon in ASX300 companies and inconsistent with good governance practices in the Australian market, support is recommended on the basis that the board remains majority of independent and the company has appointed a lead independent director. Added inconsistency with good governance standards in the Australian market are noted in that O'Keefe is classified as overboarded given that he is also a non-executive director at two other ASX-listed companies, Burgundy Diamond Mines and Mont Royal Resources.Item 3A qualified vote FOR the re-election of Non-Executive Director Gary Lawler is warranted. The qualification is to highlight concerns that he is chair of the remuneration and nomination committee and problematic pay practices continued to be observed.Items 4-7 and 9A vote FOR the re-election of Non-Executive Directors Andrew Love, Wayne Wouters, Jyothish George and Louise Groudin is warranted. No material corporate governance issues regarding board and committee composition resulting from their elections are noted.Item 5A qualified vote FOR the re-election of Non-Executive Director Michelle Cormier is warranted. Cormier is the chair of the Audit Committee and is classified as a non-independent director due to an affiliation with a substantial shareholder. The qualification is to highlight concerns regarding the structure of the audit committee as it does not comprise entirely of independent non-executive directors.Item 8A vote FOR the re-election of David Cataford (Item 8) is warranted. He is the CEO.
Champion Iron Limited	CIA	Canada	26/08/2021	Elect Director	Elect Wayne Wouters as Director	For	For	Item 2A qualified vote FOR the re-election of Executive Chairman Michael O'Keefe is warranted. Which a non-independent executive chairman position is highly uncommon in ASX300 companies and inconsistent with good governance practices in the Australian market, support is recommended on the basis that the board remains majority of independent and the company has appointed a lead independent director. Added inconsistency with good governance standards in the Australian market are noted in that O'Keefe is classified as overboarded given that he is also a non-executive director at two other ASX-listed companies, Burgundy Diamond Mines and Mont Royal Resources.Item 3A qualified vote FOR the re-election of Non-Executive Director Gary Lawler is warranted. The qualification is to highlight concerns that he is chair of the remuneration and nomination committee and problematic pay practices continued to be observed.Items 4-7 and 9A vote FOR the re-election of Non-Executive Directors Andrew Love, Wayne Wouters, Jyothish George and Louise Groudin is warranted. No material corporate governance issues regarding board and committee composition resulting from their elections are noted.Item 5A qualified vote FOR the re-election of Non-Executive Director Michelle Cormier is warranted. Cormier is the chair of the Audit Committee and is classified as a non-independent director due to an affiliation with a substantial shareholder. The qualification is to highlight concerns regarding the structure of the audit committee as it does not comprise entirely of independent non-executive directors.Item 8A vote FOR the re-election of David Cataford (Item 8) is warranted. He is the CEO.
Champion Iron Limited	CIA	Canada	26/08/2021	Elect Director	Elect Jyothish George as Director	For	For	Item 2A qualified vote FOR the re-election of Executive Chairman Michael O'Keefe is warranted. Which a non-independent executive chairman position is highly uncommon in ASX300 companies and inconsistent with good governance practices in the Australian market, support is recommended on the basis that the board remains majority of independent and the company has appointed a lead independent director. Added inconsistency with good governance standards in the Australian market are noted in that O'Keefe is classified as overboarded given that he is also a non-executive director at two other ASX-listed companies, Burgundy Diamond Mines and Mont Royal Resources.Item 3A qualified vote FOR the re-election of Non-Executive Director Gary Lawler is warranted. The qualification is to highlight concerns that he is chair of the remuneration and nomination committee and problematic pay practices continued to be observed.Items 4-7 and 9A vote FOR the re-election of Non-Executive Directors Andrew Love, Wayne Wouters, Jyothish George and Louise Groudin is warranted. No material corporate governance issues regarding board and committee composition resulting from their elections are noted.Item 5A qualified vote FOR the re-election of Non-Executive Director Michelle Cormier is warranted. Cormier is the chair of the Audit Committee and is classified as a non-independent director due to an affiliation with a substantial shareholder. The qualification is to highlight concerns regarding the structure of the audit committee as it does not comprise entirely of independent non-executive directors.Item 8A vote FOR the re-election of David Cataford (Item 8) is warranted. He is the CEO.

Champion Iron Limited	CIA	Canada	26/08/2021	Elect Director	Elect David Cataford as Director	For	For	Item 2A qualified vote FOR the re-election of Executive Chairman Michael O'Keeffe is warranted. Which a non-independent executive chairman position is highly uncommon in ASX300 companies and inconsistent with good governance practices in the Australian market, support is recommended on the basis that the board remains majority of independent and the company has appointed a lead independent director. Added inconsistency with good governance standards in the Australian market are noted in that O'Keeffe is classified as overboarded given that he is also a non-executive director at two other ASX-listed companies, Burgundy Diamond Mines and Mont Royal Resources. Item 3A qualified vote FOR the re-election of Non-Executive Director Gary Lawler is warranted. The qualification is to highlight concerns that he is chair of the remuneration and nomination committee and problematic pay practices continued to be observed. Items 4-7 and 9A vote FOR the re-election of Non-Executive Directors Andrew Love, Wayne Wouters, Jyothish George and Louise Grondin is warranted. No material corporate governance issues regarding board and committee composition resulting from their elections are noted. Item 5A qualified vote FOR the re-election of Non-Executive Director Michelle Cormier is warranted. Cormier is the chair of the Audit Committee and is classified as a non-independent director due to an affiliation with a substantial shareholder. The qualification is to highlight concerns regarding the structure of the audit committee as it does not comprise entirely of independent non-executive directors. Item 8A vote FOR the re-election of David Cataford (Item 8) is warranted. He is the CEO.
Champion Iron Limited	CIA	Canada	26/08/2021	Elect Director	Elect Louise Grondin as Director	For	For	Item 2A qualified vote FOR the re-election of Executive Chairman Michael O'Keeffe is warranted. Which a non-independent executive chairman position is highly uncommon in ASX300 companies and inconsistent with good governance practices in the Australian market, support is recommended on the basis that the board remains majority of independent and the company has appointed a lead independent director. Added inconsistency with good governance standards in the Australian market are noted in that O'Keeffe is classified as overboarded given that he is also a non-executive director at two other ASX-listed companies, Burgundy Diamond Mines and Mont Royal Resources. Item 3A qualified vote FOR the re-election of Non-Executive Director Gary Lawler is warranted. The qualification is to highlight concerns that he is chair of the remuneration and nomination committee and problematic pay practices continued to be observed. Items 4-7 and 9A vote FOR the re-election of Non-Executive Directors Andrew Love, Wayne Wouters, Jyothish George and Louise Grondin is warranted. No material corporate governance issues regarding board and committee composition resulting from their elections are noted. Item 5A qualified vote FOR the re-election of Non-Executive Director Michelle Cormier is warranted. Cormier is the chair of the Audit Committee and is classified as a non-independent director due to an affiliation with a substantial shareholder. The qualification is to highlight concerns regarding the structure of the audit committee as it does not comprise entirely of independent non-executive directors. Item 8A vote FOR the re-election of David Cataford (Item 8) is warranted. He is the CEO.
CIMIC Group Limited	CIM	Australia	6/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the remuneration report is warranted due to the following: * Continued absence of disclosure of the specific and quantified STI targets preventing shareholders from independently evaluating the rigor of targets and alignment of bonuses with targets and performance. * The company discloses bonuses on a lagging basis (i.e. the STI bonus disclosed in the 2021 annual report is the bonus paid in respect of FY20 performance) which is inconsistent with ASX-listed entities and prevents shareholders from understanding any link between company performance and STI outcomes. * Rigor of the performance measures is questioned given that the bonuses paid in FY21 for FY20 performance are substantial when the company's FY20 operating cash flow was materially lower than FY19 and there was a fatality recorded in January 2020. * The CEO/Executive Chairman and the former CFO received a substantial "special cash payment" in addition to their STI which appears discretionary in nature and without disclosure of justification for such payments. * Disclosure indicates that FY21 STI bonus payments are subject to review in Q1 2022 being inconsistent with the transparency afforded to shareholders by ASX-listed entities.
CIMIC Group Limited	CIM	Australia	6/04/2022	Elect Director	Elect David Robinson as Director	Against	Against	Votes AGAINST incumbent nominee David Robinson are warranted for lack of diversity on the board.
Cincinnati Financial Corporation	CINF	USA	7/05/2022	Elect Director	Elect Director Thomas J. Aaron	For	For	A vote FOR the director nominee is warranted.
Cincinnati Financial Corporation	CINF	USA	7/05/2022	Elect Director	Elect Director Charles O. Schiff	For	For	A vote FOR the director nominee is warranted.
Cincinnati Financial Corporation	CINF	USA	7/05/2022	Elect Director	Elect Director Douglas S. Skidmore	For	For	A vote FOR the director nominee is warranted.
Cincinnati Financial Corporation	CINF	USA	7/05/2022	Elect Director	Elect Director John F. Steele, Jr.	For	For	A vote FOR the director nominee is warranted.
Cincinnati Financial Corporation	CINF	USA	7/05/2022	Elect Director	Elect Director Larry R. Webb	For	For	A vote FOR the director nominee is warranted.
Cincinnati Financial Corporation	CINF	USA	7/05/2022	Elect Director	Elect Director William F. Bahl	For	For	A vote FOR the director nominee is warranted.
Cincinnati Financial Corporation	CINF	USA	7/05/2022	Elect Director	Elect Director Nancy C. Benacci	For	For	A vote FOR the director nominee is warranted.
Cincinnati Financial Corporation	CINF	USA	7/05/2022	Elect Director	Elect Director Linda W. Clement-Holmes	For	For	A vote FOR the director nominee is warranted.
Cincinnati Financial Corporation	CINF	USA	7/05/2022	Elect Director	Elect Director Dirk J. Debink	For	For	A vote FOR the director nominee is warranted.
Cincinnati Financial Corporation	CINF	USA	7/05/2022	Elect Director	Elect Director Steven J. Johnston	For	For	A vote FOR the director nominee is warranted.
Cincinnati Financial Corporation	CINF	USA	7/05/2022	Elect Director	Elect Director Jill P. Meyer	For	For	A vote FOR the director nominee is warranted.
Cincinnati Financial Corporation	CINF	USA	7/05/2022	Elect Director	Elect Director David P. Osborn	For	For	A vote FOR the director nominee is warranted.
Cincinnati Financial Corporation	CINF	USA	7/05/2022	Elect Director	Elect Director Gretchen W. Schar	For	For	A vote FOR the director nominee is warranted.
Cincinnati Financial Corporation	CINF	USA	7/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although some concern is noted regarding the majority of equity awards not being performance-conditioned, a vote FOR this proposal is warranted, as CEO pay and company performance are reasonably aligned at this time.
Cincinnati Financial Corporation	CINF	USA	7/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Centuria Industrial REIT	CIP	Australia	20/01/2022	Ratify Past Issuance of Shares	Ratify Past Issuance of Securities to Existing and New Institutional Investors	For	For	A vote FOR the ratification of past issuances of securities to existing and new institutional investors is warranted given: "The rationale for financing is consistent with the method of financing new property acquisitions by REITs." "The proceeds from the issuance were used as partial consideration for the acquisition of eight urban in-fill industrial freehold assets;" "The dilution of the Placement at 14.29 percent is high, however disclosure indicates that participants included existing and new institutional investors. The equity raising also included a UPP for all existing eligible smaller securityholders to participate; and" "The discount of 5.20 percent is not materially problematic.
Collins Foods Limited	CKF	Australia	27/08/2021	Elect Director	Elect Robert Kaye as Director	For	For	A vote FOR the re-election of Robert Kaye is warranted as there are no material issues regarding board and committee composition resulting from his re-election. A qualified vote FOR the re-election of Kevin Perkins is warranted. He is classified as a non-independent director as a result of his former executive role and he is a member of the Audit and Risk Committee. The qualification is to highlight concerns regarding the structure of the audit committee given it does not comprise entirely of independent non-executive directors.
Collins Foods Limited	CKF	Australia	27/08/2021	Elect Director	Elect Kevin Perkins as Director	For	For	A vote FOR the re-election of Robert Kaye is warranted as there are no material issues regarding board and committee composition resulting from his re-election. A qualified vote FOR the re-election of Kevin Perkins is warranted. He is classified as a non-independent director as a result of his former executive role and he is a member of the Audit and Risk Committee. The qualification is to highlight concerns regarding the structure of the audit committee given it does not comprise entirely of independent non-executive directors.
Collins Foods Limited	CKF	Australia	27/08/2021	Approve Restricted Stock Plan	Approve Collins Foods Limited Executive and Employee Incentive Plan	For	For	A vote FOR approval of the Executive and Employee Incentive Plan is warranted. The plan, which is not exclusive to senior executives, establishes the broad framework for equity incentives to be made to employees. It is expected that any future grants to the executive directors will continue to be submitted to a shareholder vote. Based on the company's disclosure regarding EPS growth and TSR targets in the FY22 LTIP grant (see Item 5), there appears no cause for corporate governance concerns.
Collins Foods Limited	CKF	Australia	27/08/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Drew O'Malley	For	For	A vote FOR the grant of performance rights and options to Managing Director and CEO Drew O'Malley is warranted. The grant is made under the terms of the company's LTI plan, which is broadly in line with accepted market practice, namely: "The performance period is three years which is the minimum accepted period in this market." "Quantum is not excessive at \$858,825." "The FY22 LTI grant introduces a second performance metric, being relative TSR, which will align executive reward with outperformance against peers." "The company also uses EPS growth as the second performance measure with cumulative growth in the range of 5.5 percent to 16.5 percent, being unchanged from the prior year and considered to be reasonably aligned with improved shareholder interests." "The targets are well disclosed, which is in line with investor expectations for better transparency."
Collins Foods Limited	CKF	Australia	27/08/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted. " There is a low degree of concern for misalignment of executive remuneration with results and shareholder outcomes in the quantitative pay-for-performance model." "The specific and quantified STI and LTI performance hurdles are well disclosed, which is in line with investor expectations for appropriate transparency." "STI and LTI outcomes are not inconsistent with company performance and achievement of targets." "The level of the CEO's LTI is in line with the median of the ASX176-200 and vesting of prior period grants in not unreasonable having regard to results." "There was no exercise of any upward board discretion over outcomes."
Class Ltd. (Australia)	CL1	Australia	18/10/2021	Elect Director	Elect Matthew Quinn as Director	For	For	A vote FOR this nominee is warranted.
Class Ltd. (Australia)	CL1	Australia	18/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the adoption of the remuneration report is warranted. The remuneration practices of the company on balance are in line with local market standards. Nevertheless, concerns are raised with the ongoing lack of disclosure of quantified STI and LTI targets, which hinders shareholders' abilities to assess performance alignment and goal rigor setting. Shareholders may seek to express their concerns and require improved disclosure.
Class Ltd. (Australia)	CL1	Australia	18/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights and Deferred Rights to Andrew Russell	For	For	A qualified vote FOR this resolution is warranted because: "The grant of STIs in the form of deferred securities provide greater alignment with shareholders than a simple cash payment and also serve as a retention measure for employees." "The material terms of the LTI grant is in line with local market standards, particularly the vesting and performance hurdles attached to the grant. The financial performance measures appear reasonably aligned with shareholder interests. Nevertheless, shareholders may be concerned with the non-disclosure of the specific targets in respect of the LTI grant and the absence of any objective market based relative performance measures, such as TSR, which can be directly linked to shareholder outcomes."
Class Ltd. (Australia)	CL1	Australia	18/10/2021	Approve Pledging of Assets for Debt	Approve Provision of Financial Assistance by the Topdocs Companies	For	For	A vote FOR this resolution is warranted.
Class Ltd. (Australia)	CL1	Australia	18/10/2021	Renew Partial Takeover Provision	Approve Re-insertion of Proportional Takeover Provisions	For	For	A vote FOR this resolution is warranted.
Class Ltd. (Australia)	CL1	Australia	18/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted. The proposed constitutional amendment includes wording that could permit general meetings to be held by virtual-only means. While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at meetings. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders. It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic; however, this has been addressed by the temporary relief announced by the Australian Government on Aug. 10, 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and executive documents until March 31, 2022 [refer LINK]. Accordingly, there appears no benefit to shareholders from approving this provision at present. Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.

Class Ltd. (Australia)	CL1	Australia	18/10/2021	Approve Scheme of Arrangement	Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by HUB24 Limited	For	For	A vote FOR this resolution is warranted.
Colgate-Palmolive Company	CL	USA	6/05/2022	Elect Director	Elect Director John P. Billbrey	For	For	A vote FOR the director nominees is warranted.
Colgate-Palmolive Company	CL	USA	6/05/2022	Elect Director	Elect Director John T. Cahill	For	For	A vote FOR the director nominees is warranted.
Colgate-Palmolive Company	CL	USA	6/05/2022	Elect Director	Elect Director Lisa M. Edwards	For	For	A vote FOR the director nominees is warranted.
Colgate-Palmolive Company	CL	USA	6/05/2022	Elect Director	Elect Director C. Martin Harris	For	For	A vote FOR the director nominees is warranted.
Colgate-Palmolive Company	CL	USA	6/05/2022	Elect Director	Elect Director Martina Hund-Mejean	For	For	A vote FOR the director nominees is warranted.
Colgate-Palmolive Company	CL	USA	6/05/2022	Elect Director	Elect Director Kimberly A. Nelson	For	For	A vote FOR the director nominees is warranted.
Colgate-Palmolive Company	CL	USA	6/05/2022	Elect Director	Elect Director Lornie M. Norrington	For	For	A vote FOR the director nominees is warranted.
Colgate-Palmolive Company	CL	USA	6/05/2022	Elect Director	Elect Director Michael B. Polk	For	For	A vote FOR the director nominees is warranted.
Colgate-Palmolive Company	CL	USA	6/05/2022	Elect Director	Elect Director Stephen I. Sadove	For	For	A vote FOR the director nominees is warranted.
Colgate-Palmolive Company	CL	USA	6/05/2022	Elect Director	Elect Director Noel R. Wallace	For	For	A vote FOR the director nominees is warranted.
Colgate-Palmolive Company	CL	USA	6/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Colgate-Palmolive Company	CL	USA	6/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review. Annual incentives are primarily based on pre-set financial goals, and a majority of equity incentives (at Sustainability Advisory Services valuations) are performance-based, with a multi-year measurement period.
Colgate-Palmolive Company	CL	USA	6/05/2022	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	For	A vote FOR this proposal is warranted given that the request applies only to future severance arrangements, the current agreements will not be affected, the request offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting, and it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms.
Colgate-Palmolive Company	CL	USA	6/05/2022	Charitable Contributions	Report on Charitable Contributions	Against	Against	A vote AGAINST this proposal is warranted. The proposal is overly prescriptive, and such disclosure is not a standard industry practice at this time. Additionally, there are no significant related controversies involving the company.
Charter Hall Long WALE REIT	CLW	Australia	21/10/2021	Elect Director	Elect Ceinwen Kirk-Lennox as Director	For	For	A vote FOR the re-election of Ceinwen Kirk-Lennox is warranted as no material issues have been identified regarding her nomination in respect of her membership on the board and Audit, Risk & Compliance Committee, not any material corporate governance concerns.
Canadian Imperial Bank of Commerce	CM	Canada	7/04/2022	Elect Director	Elect Director Ammar Aljoundi	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian Imperial Bank of Commerce	CM	Canada	7/04/2022	Elect Director	Elect Director Charles J. G. Brindamour	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian Imperial Bank of Commerce	CM	Canada	7/04/2022	Elect Director	Elect Director Nanci E. Caldwell	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian Imperial Bank of Commerce	CM	Canada	7/04/2022	Elect Director	Elect Director Michelle L. Collins	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian Imperial Bank of Commerce	CM	Canada	7/04/2022	Elect Director	Elect Director Luc Desjardins	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian Imperial Bank of Commerce	CM	Canada	7/04/2022	Elect Director	Elect Director Victor G. Dodig	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian Imperial Bank of Commerce	CM	Canada	7/04/2022	Elect Director	Elect Director Kevin J. Kelly	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian Imperial Bank of Commerce	CM	Canada	7/04/2022	Elect Director	Elect Director Christine E. Larsen	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian Imperial Bank of Commerce	CM	Canada	7/04/2022	Elect Director	Elect Director Nicholas D. Le Pan	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian Imperial Bank of Commerce	CM	Canada	7/04/2022	Elect Director	Elect Director Mary Lou Maher	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian Imperial Bank of Commerce	CM	Canada	7/04/2022	Elect Director	Elect Director Jane L. Peverett	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian Imperial Bank of Commerce	CM	Canada	7/04/2022	Elect Director	Elect Director Katharine B. Stevenson	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian Imperial Bank of Commerce	CM	Canada	7/04/2022	Elect Director	Elect Director Martine Turcotte	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian Imperial Bank of Commerce	CM	Canada	7/04/2022	Elect Director	Elect Director Barry L. Zubrow	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian Imperial Bank of Commerce	CM	Canada	7/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	Vote FOR the ratification of Ernst & Young LLP as auditor as non-audit fees (5 percent) were reasonable relative to total fees paid to the auditor.
Canadian Imperial Bank of Commerce	CM	Canada	7/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote on Executive Compensation Approach	For	For	Vote FOR this non-binding advisory vote as there are no significant issues at this time.
Canadian Imperial Bank of Commerce	CM	Canada	7/04/2022	Approve Stock Split	Approve Stock Split	For	For	Vote FOR this stock split as it could increase market liquidity and expand the potential capital base of the company.
Canadian Imperial Bank of Commerce	CM	Canada	7/04/2022	Fix Maximum Variable Compensation Ratio	Fix Variable Compensation Ratio	For	For	A vote FOR this proposal is warranted as no significant concerns have been identified.
Canadian Imperial Bank of Commerce	CM	Canada	7/04/2022	Company-Specific--Governance-Related	SP 1: Propose the Possibility of Becoming a Benefit Corporation	Against	Against	A vote AGAINST this proposal is warranted, as the company's policies and practices demonstrate that it is operating in a manner that generates long-term value creation for shareholders, but also provides benefit to all stakeholders, including customers, employees and communities. The request for the board to amend the company's Certificate of Incorporation to become a Public Benefit Corporation does not appear to be necessary.
Canadian Imperial Bank of Commerce	CM	Canada	7/04/2022	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	SP 2: Advisory Vote on Environmental Policy	For	For	A vote FOR this proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change related risks and it would allow shareholders to express their opinions on the climate risk management practices of the company.
Canadian Imperial Bank of Commerce	CM	Canada	7/04/2022	Company-Specific -- Miscellaneous	SP 3: Approve French as an Official Language	Against	Against	A vote AGAINST this shareholder proposal is warranted at this time. The bank has noted that it publishes all annual shareholder meeting materials in both French and English, provides simultaneous translation of meeting proceedings, including the ability for shareholders to present their proposals live in French with simultaneous translation to English, and ensures that questions that can be asked in both languages. In addition, the company's clients, shareholders and members can communicate with the company, receive services or communications, and work, in French all over Quebec. Considering the above and the fact that the bank is already complying with all laws and regulations applicable to doing business in Quebec, including those that pertain to the French language, the request of the proponent to amend the bank's by-laws to include French as the official language of the bank appears to be overly prescriptive and hence a vote AGAINST this shareholder proposal is warranted at this time.
Canadian Imperial Bank of Commerce	CM	Canada	7/04/2022	Increase Disclosure of Executive Compensation	SP 4: Disclosure of the CEO Compensation to Median Worker Pay Ratio	Against	Against	A vote AGAINST this proposal is warranted at this time as executive compensation programs should be designed to promote pay for performance, taking compensation risk into account, for generating long-term, sustainable growth for shareholders and for the benefit of all employees.
Comerica Incorporated	CMA	USA	26/04/2022	Elect Director	Elect Director Michael E. Collins	For	For	A vote FOR the director nominees is warranted.
Comerica Incorporated	CMA	USA	26/04/2022	Elect Director	Elect Director Nina G. Vaca	For	For	A vote FOR the director nominees is warranted.
Comerica Incorporated	CMA	USA	26/04/2022	Elect Director	Elect Director Michael G. Van de Ven	For	For	A vote FOR the director nominees is warranted.
Comerica Incorporated	CMA	USA	26/04/2022	Elect Director	Elect Director Roger A. Cregg	For	For	A vote FOR the director nominees is warranted.
Comerica Incorporated	CMA	USA	26/04/2022	Elect Director	Elect Director Curtis C. Farmer	For	For	A vote FOR the director nominees is warranted.
Comerica Incorporated	CMA	USA	26/04/2022	Elect Director	Elect Director Nancy Flores	For	For	A vote FOR the director nominees is warranted.
Comerica Incorporated	CMA	USA	26/04/2022	Elect Director	Elect Director Jacqueline P. Kane	For	For	A vote FOR the director nominees is warranted.
Comerica Incorporated	CMA	USA	26/04/2022	Elect Director	Elect Director Richard G. Lindner	For	For	A vote FOR the director nominees is warranted.
Comerica Incorporated	CMA	USA	26/04/2022	Elect Director	Elect Director Barbara R. Smith	For	For	A vote FOR the director nominees is warranted.
Comerica Incorporated	CMA	USA	26/04/2022	Elect Director	Elect Director Robert S. Taubman	For	For	A vote FOR the director nominees is warranted.
Comerica Incorporated	CMA	USA	26/04/2022	Elect Director	Elect Director Reginald M. Turner, Jr.	For	For	A vote FOR the director nominees is warranted.
Comerica Incorporated	CMA	USA	26/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Comerica Incorporated	CMA	USA	26/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	There are some concerns regarding the introduction of qualitative annual incentive metrics and the rigor of performance share goals. However, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Comcast Corporation	CMCSA	USA	1/06/2022	Elect Director	Elect Director Kenneth J. Bacon	For	For	A vote FOR the director nominees is warranted.
Comcast Corporation	CMCSA	USA	1/06/2022	Elect Director	Elect Director Madeline S. Bell	For	For	A vote FOR the director nominees is warranted.
Comcast Corporation	CMCSA	USA	1/06/2022	Elect Director	Elect Director Edward D. Breen	For	For	A vote FOR the director nominees is warranted.
Comcast Corporation	CMCSA	USA	1/06/2022	Elect Director	Elect Director Gerald L. Hassell	For	For	A vote FOR the director nominees is warranted.
Comcast Corporation	CMCSA	USA	1/06/2022	Elect Director	Elect Director Jeffrey A. Honickman	For	For	A vote FOR the director nominees is warranted.
Comcast Corporation	CMCSA	USA	1/06/2022	Elect Director	Elect Director Maritza G. Montiel	For	For	A vote FOR the director nominees is warranted.
Comcast Corporation	CMCSA	USA	1/06/2022	Elect Director	Elect Director Asuka Nishihara	For	For	A vote FOR the director nominees is warranted.
Comcast Corporation	CMCSA	USA	1/06/2022	Elect Director	Elect Director David G. Novak	For	For	A vote FOR the director nominees is warranted.
Comcast Corporation	CMCSA	USA	1/06/2022	Elect Director	Elect Director Brian L. Roberts	For	For	A vote FOR the director nominees is warranted.
Comcast Corporation	CMCSA	USA	1/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Although some concerns are noted, annual incentives are largely based on pre-set financial measures, and the majority of equity awards were performance based and utilized a multi-year measurement period.
Comcast Corporation	CMCSA	USA	1/06/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.

Comcast Corporation	CMCSA	USA	1/06/2022	Charitable Contributions	Report on Charitable Contributions	Against	Against	A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.
Comcast Corporation	CMCSA	USA	1/06/2022	Racial Equity and/or Civil Rights Audit	Oversee and Report a Racial Equity Audit	For	For	A vote FOR this proposal is warranted, as it would strengthen the company's commitment towards addressing diversity, equity, and inclusion efforts in its business operations and ventures. In addition, it would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.
Comcast Corporation	CMCSA	USA	1/06/2022	Miscellaneous – Environmental & Social Counterproposal	Report on Omitting Viewpoint and Ideology from EEO Policy	Against	Against	A vote AGAINST this proposal is warranted, as the company appears to be taking appropriate steps to protect itself against risks related to discrimination based on political ideology or viewpoint.
Comcast Corporation	CMCSA	USA	1/06/2022	Workplace Sexual Harassment	Conduct Audit and Report on Effectiveness of Sexual Harassment Policies	For	For	A vote FOR this proposal is warranted as additional information on the company's evaluation of risks associated with potential failures of its sexual harassment policies could help shareholders better assess the company's management of related risks.
Comcast Corporation	CMCSA	USA	1/06/2022	Report on Climate Change	Report on Retirement Plan Options Aligned with Company Climate Goals	For	For	A vote FOR this resolution is warranted. While the company may not be responsible for its employees' investment decisions, it is unclear how well employees understand the retirement plans available to them. The information requested in the report would not only complement and enhance the company's existing commitments regarding climate change, but also allow shareholders to better evaluate the company's strategies and management of related risks.
CME Group Inc.	CME	USA	4/05/2022	Elect Director	Elect Director Terrence A. Duffy	For	For	A vote FOR director nominee Ana Dutra is warranted.
CME Group Inc.	CME	USA	4/05/2022	Elect Director	Elect Director Timothy S. Bitsberger	For	For	A vote FOR director nominee Ana Dutra is warranted.
CME Group Inc.	CME	USA	4/05/2022	Elect Director	Elect Director Charles P. Carey	For	For	A vote FOR director nominee Ana Dutra is warranted.
CME Group Inc.	CME	USA	4/05/2022	Elect Director	Elect Director Dennis H. Chokaszian	For	For	A vote FOR director nominee Ana Dutra is warranted.
CME Group Inc.	CME	USA	4/05/2022	Elect Director	Elect Director Bryan T. Durkin	For	For	A vote FOR director nominee Ana Dutra is warranted.
CME Group Inc.	CME	USA	4/05/2022	Elect Director	Elect Director Ana Dutra	For	For	A vote FOR director nominee Ana Dutra is warranted.
CME Group Inc.	CME	USA	4/05/2022	Elect Director	Elect Director Martin J. Gepsman	For	For	A vote FOR director nominee Ana Dutra is warranted.
CME Group Inc.	CME	USA	4/05/2022	Elect Director	Elect Director Larry G. Gerdes	For	For	A vote FOR director nominee Ana Dutra is warranted.
CME Group Inc.	CME	USA	4/05/2022	Elect Director	Elect Director Daniel R. Glickman	For	For	A vote FOR director nominee Ana Dutra is warranted.
CME Group Inc.	CME	USA	4/05/2022	Elect Director	Elect Director Daniel G. Kaye	For	For	A vote FOR director nominee Ana Dutra is warranted.
CME Group Inc.	CME	USA	4/05/2022	Elect Director	Elect Director Phyllis M. Lockett	For	For	A vote FOR director nominee Ana Dutra is warranted.
CME Group Inc.	CME	USA	4/05/2022	Elect Director	Elect Director Deborah J. Lucas	For	For	A vote FOR director nominee Ana Dutra is warranted.
CME Group Inc.	CME	USA	4/05/2022	Elect Director	Elect Director Terry L. Savage	For	For	A vote FOR director nominee Ana Dutra is warranted.
CME Group Inc.	CME	USA	4/05/2022	Elect Director	Elect Director Rahaef Seifu	For	For	A vote FOR director nominee Ana Dutra is warranted.
CME Group Inc.	CME	USA	4/05/2022	Elect Director	Elect Director William R. Shepard	For	For	A vote FOR director nominee Ana Dutra is warranted.
CME Group Inc.	CME	USA	4/05/2022	Elect Director	Elect Director Howard J. Siegel	For	For	A vote FOR director nominee Ana Dutra is warranted.
CME Group Inc.	CME	USA	4/05/2022	Elect Director	Elect Director Dennis A. Suskind	For	For	A vote FOR director nominee Ana Dutra is warranted.
CME Group Inc.	CME	USA	4/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
CME Group Inc.	CME	USA	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST the proposal is warranted. The company provided the CEO with a \$5 million discretionary bonus in connection with extending the term of his employment agreement for one year, and the proxy does not disclose any clawback or repayment provisions if he were to resign or retire. Furthermore, the annual pay program's goal setting is concerning. The financial metric target used in the annual bonus was set below the prior year's actual performance for the third consecutive year without a compelling rationale disclosed or a corresponding reduction in pay opportunity. Goal setting concerns also exist in the LTI program, as performance equity merely targets median performance.
CME Group Inc.	CME	USA	4/05/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
CME Group Inc.	CME	USA	4/05/2022	Amend Non-Employee Director Omnibus Stock Plan	Amend Non-Employee Director Omnibus Stock Plan	For	For	A vote FOR this proposal is warranted given that: * The shareholder value transfer appears to be within a reasonable range; * The plan does not allow for repricing of stock options without prior shareholder approval; and * The equity burn rate is reasonable.
CME Group Inc.	CME	USA	4/05/2022	Amend Qualified Employee Stock Purchase Plan	Amend Qualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted given that: * The purchase price is reasonable; * The number of shares reserved is reasonable; and * The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code
Chipotle Mexican Grill, Inc.	CMG	USA	18/05/2022	Elect Director	Elect Director Albert S. Baldocchi	For	For	A vote FOR the director nominees is warranted.
Chipotle Mexican Grill, Inc.	CMG	USA	18/05/2022	Elect Director	Elect Director Matthew A. Carey	For	For	A vote FOR the director nominees is warranted.
Chipotle Mexican Grill, Inc.	CMG	USA	18/05/2022	Elect Director	Elect Director Gregg L. Engles	For	For	A vote FOR the director nominees is warranted.
Chipotle Mexican Grill, Inc.	CMG	USA	18/05/2022	Elect Director	Elect Director Patricia Fill-Krushel	For	For	A vote FOR the director nominees is warranted.
Chipotle Mexican Grill, Inc.	CMG	USA	18/05/2022	Elect Director	Elect Director Mauricio Gutierrez	For	For	A vote FOR the director nominees is warranted.
Chipotle Mexican Grill, Inc.	CMG	USA	18/05/2022	Elect Director	Elect Director Robin Hickenlooper	For	For	A vote FOR the director nominees is warranted.
Chipotle Mexican Grill, Inc.	CMG	USA	18/05/2022	Elect Director	Elect Director Scott Maw	For	For	A vote FOR the director nominees is warranted.
Chipotle Mexican Grill, Inc.	CMG	USA	18/05/2022	Elect Director	Elect Director Brian Nicol	For	For	A vote FOR the director nominees is warranted.
Chipotle Mexican Grill, Inc.	CMG	USA	18/05/2022	Elect Director	Elect Director Mary Winston	For	For	A vote FOR the director nominees is warranted.
Chipotle Mexican Grill, Inc.	CMG	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. The compensation committee has made positive pay program changes and has also committed not to modify in-flight annual cash or equity incentive awards held by its executive officers, except possibly in the event of extraordinary circumstances, thereby demonstrating adequate responsiveness to the prior year's relatively low say-on-pay. Additionally, the majority of the CEO's pay is conditioned on objective performance metrics and CEO pay and company performance were reasonably aligned during the year in review.
Chipotle Mexican Grill, Inc.	CMG	USA	18/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Chipotle Mexican Grill, Inc.	CMG	USA	18/05/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Chipotle Mexican Grill, Inc.	CMG	USA	18/05/2022	Approve Qualified Employee Stock Purchase Plan	Approve Qualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted given that: * The purchase price is reasonable; * The number of shares reserved is reasonable; and * The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.
Chipotle Mexican Grill, Inc.	CMG	USA	18/05/2022	Racial Equity and/or Civil Rights Audit	Oversee and Report a Racial Equity Audit	For	For	A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Chipotle's efforts to address the issue of any inequality in its workforce and its management of related risks.
Chipotle Mexican Grill, Inc.	CMG	USA	18/05/2022	Report on EEO	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	For	For	A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of the company's diversity, equity and inclusion efforts and management of related risks.
Cummins Inc.	CMI	USA	10/05/2022	Elect Director	Elect Director N. Thomas Linebarger	For	For	A vote FOR the director nominees is warranted.
Cummins Inc.	CMI	USA	10/05/2022	Elect Director	Elect Director William I. Miller	For	For	A vote FOR the director nominees is warranted.
Cummins Inc.	CMI	USA	10/05/2022	Elect Director	Elect Director Georgina R. Nelson	For	For	A vote FOR the director nominees is warranted.
Cummins Inc.	CMI	USA	10/05/2022	Elect Director	Elect Director Kimberly A. Nelson	For	For	A vote FOR the director nominees is warranted.
Cummins Inc.	CMI	USA	10/05/2022	Elect Director	Elect Director Karen H. Quintos	For	For	A vote FOR the director nominees is warranted.
Cummins Inc.	CMI	USA	10/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned during the year in review.
Cummins Inc.	CMI	USA	10/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Cummins Inc.	CMI	USA	10/05/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
Cummins Inc.	CMI	USA	10/05/2022	Elect Director	Elect Director Jennifer W. Rumsey	For	For	A vote FOR the director nominees is warranted.
Cummins Inc.	CMI	USA	10/05/2022	Elect Director	Elect Director Robert J. Bernhard	For	For	A vote FOR the director nominees is warranted.
Cummins Inc.	CMI	USA	10/05/2022	Elect Director	Elect Director Franklin R. Chang Diaz	For	For	A vote FOR the director nominees is warranted.
Cummins Inc.	CMI	USA	10/05/2022	Elect Director	Elect Director Bruno V. Di Leo Allen	For	For	A vote FOR the director nominees is warranted.
Cummins Inc.	CMI	USA	10/05/2022	Elect Director	Elect Director Stephen B. Dobbs	For	For	A vote FOR the director nominees is warranted.
Cummins Inc.	CMI	USA	10/05/2022	Elect Director	Elect Director Carla A. Harris	For	For	A vote FOR the director nominees is warranted.
Cummins Inc.	CMI	USA	10/05/2022	Elect Director	Elect Director Robert K. Herdman	For	For	A vote FOR the director nominees is warranted.
Cummins Inc.	CMI	USA	10/05/2022	Elect Director	Elect Director Thomas J. Lynch	For	For	A vote FOR the director nominees is warranted.
CMS Energy Corporation	CMS	USA	6/05/2022	Elect Director	Elect Director Jon E. Barfield	For	For	A vote FOR the director nominees is warranted.
CMS Energy Corporation	CMS	USA	6/05/2022	Elect Director	Elect Director Deborah H. Butler	For	For	A vote FOR the director nominees is warranted.
CMS Energy Corporation	CMS	USA	6/05/2022	Elect Director	Elect Director Kurt L. Darrow	For	For	A vote FOR the director nominees is warranted.
CMS Energy Corporation	CMS	USA	6/05/2022	Elect Director	Elect Director William D. Harvey	For	For	A vote FOR the director nominees is warranted.
CMS Energy Corporation	CMS	USA	6/05/2022	Elect Director	Elect Director Garrick J. Rochow	For	For	A vote FOR the director nominees is warranted.
CMS Energy Corporation	CMS	USA	6/05/2022	Elect Director	Elect Director John G. Russell	For	For	A vote FOR the director nominees is warranted.
CMS Energy Corporation	CMS	USA	6/05/2022	Elect Director	Elect Director Suzanne F. Shank	For	For	A vote FOR the director nominees is warranted.
CMS Energy Corporation	CMS	USA	6/05/2022	Elect Director	Elect Director Myma M. Soto	For	For	A vote FOR the director nominees is warranted.
CMS Energy Corporation	CMS	USA	6/05/2022	Elect Director	Elect Director John G. Szniewajs	For	For	A vote FOR the director nominees is warranted.
CMS Energy Corporation	CMS	USA	6/05/2022	Elect Director	Elect Director Ronald J. Tanski	For	For	A vote FOR the director nominees is warranted.
CMS Energy Corporation	CMS	USA	6/05/2022	Elect Director	Elect Director Laura H. Wright	For	For	A vote FOR the director nominees is warranted.
CMS Energy Corporation	CMS	USA	6/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of CEO compensation is conditioned on objective financial performance metrics and payouts under the long-term incentive plan are capped at target if absolute TSR is negative for the performance period.
CMS Energy Corporation	CMS	USA	6/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Cromwell Property Group	CMW	Australia	17/11/2021	Elect Director	Elect Tanya Cox as Director	For	For	Shareholder support FOR independent director nominees Eng Pegg Ooi, Robert (Bob) Blain and Tanya Cox is warranted, as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues. A vote AGAINST the election new non-independent nominee Jialei Tang is warranted. Although she is a non-independent representative of a significant shareholder, the Tang family, which owns 16.57 percent of the equity, concerns are noted that "The Board is not majority independent and key board committees are not 100 percent independent." She is a student at Harvard University, starting in September 2021 with graduation due in 2023, and the case has not been made how she will have sufficient time to fulfill her director's responsibilities.

Cromwell Property Group	CMW	Australia	17/11/2021	Elect Director	Elect Eng Peng Ooi as Director	For	For	Shareholder support FOR independent director nominees Eng Pegg Ooi, Robert (Bob) Blain and Tanya Cox is warranted, as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues. A vote AGAINST the election new non-independent nominee Jialei Tang is warranted. Although she is a non-independent representative of a significant shareholder, the Tang family, which owns 16.57 percent of the equity, concerns are noted that "The Board is not majority independent and key board committees are not 100 percent independent." She is a student at Harvard University, starting in September 2021 with graduation due in 2023, and the case has not been made how she will have sufficient time to fulfill her director's responsibilities.
Cromwell Property Group	CMW	Australia	17/11/2021	Elect Director	Elect Robert Blain as Director	For	For	Shareholder support FOR independent director nominees Eng Pegg Ooi, Robert (Bob) Blain and Tanya Cox is warranted, as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues. A vote AGAINST the election new non-independent nominee Jialei Tang is warranted. Although she is a non-independent representative of a significant shareholder, the Tang family, which owns 16.57 percent of the equity, concerns are noted that "The Board is not majority independent and key board committees are not 100 percent independent." She is a student at Harvard University, starting in September 2021 with graduation due in 2023, and the case has not been made how she will have sufficient time to fulfill her director's responsibilities.
Cromwell Property Group	CMW	Australia	17/11/2021	Elect Director	Elect Jialei Tang as Director	Against	Against	Shareholder support FOR independent director nominees Eng Pegg Ooi, Robert (Bob) Blain and Tanya Cox is warranted, as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues. A vote AGAINST the election new non-independent nominee Jialei Tang is warranted. Although she is a non-independent representative of a significant shareholder, the Tang family, which owns 16.57 percent of the equity, concerns are noted that "The Board is not majority independent and key board committees are not 100 percent independent." She is a student at Harvard University, starting in September 2021 with graduation due in 2023, and the case has not been made how she will have sufficient time to fulfill her director's responsibilities.
Cromwell Property Group	CMW	Australia	17/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted. Pay and performance are reasonably aligned with for the year under review. There was no STI payment for FY21 given the departure of the long-standing former CEO and LTI vesting in consistent with targets and shareholder outcomes.
Cromwell Property Group	CMW	Australia	17/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A qualified vote FOR this resolution is warranted, to highlight concerns that a substantial increase in the fee cap is requested which some shareholders may consider to be excessive. Given it is presently proposed that there will be seven non-executive directors, the present fee cap does not appear sufficient, even at the current individual fee level. The board has recently turned over and the longest tenured director has 2 years' service. Given disclosure of the non-executive director remuneration review, shareholders may have concerns for any forth-coming excessive NED fee increases.
Centene Corporation	CNC	USA	26/04/2022	Elect Director	Elect Director Orlando Ayala	For	For	A vote FOR the director nominees is warranted.
Centene Corporation	CNC	USA	26/04/2022	Elect Director	Elect Director Kenneth A. Burdick	For	For	A vote FOR the director nominees is warranted.
Centene Corporation	CNC	USA	26/04/2022	Elect Director	Elect Director H. James Dallas	For	For	A vote FOR the director nominees is warranted.
Centene Corporation	CNC	USA	26/04/2022	Elect Director	Elect Director Sarah M. London	For	For	A vote FOR the director nominees is warranted.
Centene Corporation	CNC	USA	26/04/2022	Elect Director	Elect Director Theodore R. Samuels	For	For	A vote FOR the director nominees is warranted.
Centene Corporation	CNC	USA	26/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. Although the compensation committee demonstrated adequate responsiveness to last year's vote result and pay-for-performance concerns for the year under review are mitigated, severance payments made to two former NEOs in FY21 are excessive and neither executives' separation is clearly described in the proxy statement as an involuntary termination for which they would be entitled to such payments under an existing employment or severance agreement.
Centene Corporation	CNC	USA	26/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Centene Corporation	CNC	USA	26/04/2022	Declassify the Board of Directors	Declassify the Board of Directors	For	For	A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.
Centene Corporation	CNC	USA	26/04/2022	Provide Right to Call Special Meeting	Provide Right to Call Special Meeting	Against	Against	A vote AGAINST this proposal is warranted. While the ability to call special meetings would improve shareholder rights, this is merely a request for the board to take action at a future meeting to provide a special meeting right with a 25 percent ownership threshold with otherwise undefined terms. The 25 percent ownership threshold is considered relatively high for a company of this size. Moreover, the proposed 10 percent threshold in Item 6 is considered more appropriate and it is recommended that shareholders vote in favor of Item 6.
Centene Corporation	CNC	USA	26/04/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For	For	A vote FOR this proposal is warranted as the ability to call special meetings would improve shareholder rights. The proposed 10 percent ownership threshold is more appropriate for a company of this size relative to the 25 percent proposed by management in Item 5, which also lacks specificity in its terms.
Centuria Capital Group	CNI	Australia	26/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this remuneration report is warranted.* No material misalignment between pay and performance and shareholder outcomes is identified for the period under review.* Maximum STI bonuses and LTI vesting are commensurate with strong financial performance and shareholder returns over the short- and longer-term.* There has been substantially improved transparency in the STI with good disclosure of performance measures, targets and commentary of alignment with achievements. However, a qualification is made requiring continued shareholder scrutiny, given that CEO pay at fixed remuneration, STI and LTI opportunities are well above the median of market cap and selected industry peers.
Centuria Capital Group	CNI	Australia	26/11/2021	Elect Director	Elect Garry Charry as Director	Against	Against	A vote FOR the re-election of Susan Wheeldon (Item 4) and the election of Kristie Brown (Item 5) is warranted as they are independent non-executive directors and no material issues have been identified regarding these director nominees in respect of board and committee composition. A vote AGAINST the re-election of non-independent chairman Garry Charry (Item 3) is warranted as he is a non-independent director on a board that is not majority independent (only 29 percent independent).
Centuria Capital Group	CNI	Australia	26/11/2021	Elect Director	Elect Susan Wheeldon as Director	For	For	A vote FOR the re-election of Susan Wheeldon (Item 4) and the election of Kristie Brown (Item 5) is warranted as they are independent non-executive directors and no material issues have been identified regarding these director nominees in respect of board and committee composition. A vote AGAINST the re-election of non-independent chairman Garry Charry (Item 3) is warranted as he is a non-independent director on a board that is not majority independent (only 29 percent independent).
Centuria Capital Group	CNI	Australia	26/11/2021	Elect Director	Elect Kristie Brown as Director	For	For	A vote FOR the re-election of Susan Wheeldon (Item 4) and the election of Kristie Brown (Item 5) is warranted as they are independent non-executive directors and no material issues have been identified regarding these director nominees in respect of board and committee composition. A vote AGAINST the re-election of non-independent chairman Garry Charry (Item 3) is warranted as he is a non-independent director on a board that is not majority independent (only 29 percent independent).
Centuria Capital Group	CNI	Australia	26/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to John McBain	For	For	A vote FOR the grants of performance rights to Co-CEOs John McBain and Jason Huljich is warranted. Notwithstanding the high quantum of the LTI grants, support for these resolutions is on the basis that the three-year performance period and the performance conditions of relative TSR and absolute TSR growth in the range of 10 percent to 15 percent are consistent with domestic market practice and aligned with shareholder interests.
Centuria Capital Group	CNI	Australia	26/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Jason Huljich	For	For	A vote FOR the grants of performance rights to Co-CEOs John McBain and Jason Huljich is warranted. Notwithstanding the high quantum of the LTI grants, support for these resolutions is on the basis that the three-year performance period and the performance conditions of relative TSR and absolute TSR growth in the range of 10 percent to 15 percent are consistent with domestic market practice and aligned with shareholder interests.
CenterPoint Energy, Inc.	CNP	USA	22/04/2022	Elect Director	Elect Director Wendy Montoya Cloonan	For	For	A vote FOR the director nominees is warranted.
CenterPoint Energy, Inc.	CNP	USA	22/04/2022	Elect Director	Elect Director Earl M. Cummings	For	For	A vote FOR the director nominees is warranted.
CenterPoint Energy, Inc.	CNP	USA	22/04/2022	Elect Director	Elect Director Christopher H. Franklin	For	For	A vote FOR the director nominees is warranted.
CenterPoint Energy, Inc.	CNP	USA	22/04/2022	Elect Director	Elect Director David J. Lesar	For	For	A vote FOR the director nominees is warranted.
CenterPoint Energy, Inc.	CNP	USA	22/04/2022	Elect Director	Elect Director Raquelle W. Lewis	For	For	A vote FOR the director nominees is warranted.
CenterPoint Energy, Inc.	CNP	USA	22/04/2022	Elect Director	Elect Director Martin H. Nesbitt	For	For	A vote FOR the director nominees is warranted.
CenterPoint Energy, Inc.	CNP	USA	22/04/2022	Elect Director	Elect Director Theodore F. Round	For	For	A vote FOR the director nominees is warranted.
CenterPoint Energy, Inc.	CNP	USA	22/04/2022	Elect Director	Elect Director Philip R. Smith	For	For	A vote FOR the director nominees is warranted.
CenterPoint Energy, Inc.	CNP	USA	22/04/2022	Elect Director	Elect Director Barry T. Smitheman	For	For	A vote FOR the director nominees is warranted.
CenterPoint Energy, Inc.	CNP	USA	22/04/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
CenterPoint Energy, Inc.	CNP	USA	22/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. While annual and long-term incentives were primarily based on pre-set, financial performance targets, the committee will again increase the maximum opportunity under the short-term program after lowering it for FY21. In addition, the committee made a sizable retention grant to the CEO which is entirely time-based. The grant will also vest after a relatively short period of time, with 40 percent of the award vesting less than 18 months after the grant date. While the proxy discussed the committee's justification regarding a need to retain the CEO, the grant was outsized compared to annual compensation and the rationale in omitting performance criteria was not viewed as compelling.
CenterPoint Energy, Inc.	CNP	USA	22/04/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Canadian Natural Resources Limited	CNQ	Canada	5/05/2022	Elect Director	Elect Director Catherine M. Best	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian Natural Resources Limited	CNQ	Canada	5/05/2022	Elect Director	Elect Director Frank J. McKenna	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian Natural Resources Limited	CNQ	Canada	5/05/2022	Elect Director	Elect Director David A. Tuer	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian Natural Resources Limited	CNQ	Canada	5/05/2022	Elect Director	Elect Director Annette M. Verschuren	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian Natural Resources Limited	CNQ	Canada	5/05/2022	Elect Director	Elect Director M. Elizabeth Cannon	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian Natural Resources Limited	CNQ	Canada	5/05/2022	Elect Director	Elect Director N. Murray Edwards	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian Natural Resources Limited	CNQ	Canada	5/05/2022	Elect Director	Elect Director Dawn L. Farrell	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.

Canadian Natural Resources Limited	CNQ	Canada	5/05/2022	Elect Director	Elect Director Christopher L. Fong	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian Natural Resources Limited	CNQ	Canada	5/05/2022	Elect Director	Elect Director Gordon D. Giffin	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian Natural Resources Limited	CNQ	Canada	5/05/2022	Elect Director	Elect Director Wilfred A. Gobert	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian Natural Resources Limited	CNQ	Canada	5/05/2022	Elect Director	Elect Director Steve W. Laut	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian Natural Resources Limited	CNQ	Canada	5/05/2022	Elect Director	Elect Director Tim S. McKay	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian Natural Resources Limited	CNQ	Canada	5/05/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (10 percent) were reasonable relative to total fees paid to the auditor.
Canadian Natural Resources Limited	CNQ	Canada	5/05/2022	Amend Executive Share Option Plan	Re-approve Stock Option Plan	For	For	Based on the Equity Plan Score Card evaluation (EPSC), vote FOR this stock option plan.
Canadian Natural Resources Limited	CNQ	Canada	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote on Executive Compensation Approach	For	For	Vote FOR this non-binding advisory vote as there are no significant issues at this time.
Chorus Ltd.	CNU	New Zealand	27/10/2021	Elect Director	Elect Patrick Strange as Director	For	For	Items 1 and 3A vote FOR the (re)-election of Patrick Strange and Miriam Dean is warranted. Their presence supports the continued composition of an entirely independent Chorus board and no corporate governance concerns have been identified in relation to their nomination.Item 4A qualified vote FOR the re-election of independent non-executive director Murray Jordan is warranted. The qualification is to highlight that he is the chairman of Chorus' remuneration committee and problematic pay practices are observed.
Chorus Ltd.	CNU	New Zealand	27/10/2021	Elect Director	Elect Murray Jordan as Director	For	For	Items 1 and 3A vote FOR the (re)-election of Patrick Strange and Miriam Dean is warranted. Their presence supports the continued composition of an entirely independent Chorus board and no corporate governance concerns have been identified in relation to their nomination.Item 4A qualified vote FOR the re-election of independent non-executive director Murray Jordan is warranted. The qualification is to highlight that he is the chairman of Chorus' remuneration committee and problematic pay practices are observed.
Chorus Ltd.	CNU	New Zealand	27/10/2021	Elect Director	Elect Miriam Dean as Director	For	For	Items 1 and 3A vote FOR the (re)-election of Patrick Strange and Miriam Dean is warranted. Their presence supports the continued composition of an entirely independent Chorus board and no corporate governance concerns have been identified in relation to their nomination.Item 4A qualified vote FOR the re-election of independent non-executive director Murray Jordan is warranted. The qualification is to highlight that he is the chairman of Chorus' remuneration committee and problematic pay practices are observed.
Chorus Ltd.	CNU	New Zealand	27/10/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorize Board to Fix Remuneration of the Auditors	For	For	A vote FOR this resolution is warranted because no corporate governance concerns have been identified in relation to the fees paid to the auditor.
Centuria Office REIT	COF	Australia	12/11/2021	Approve Acquisition OR Issue Shares in Connection with Acquisition	Approve Acquisition of Leasehold Interest in the Land and Building at 203 Pacific Highway, St Leonards NSW	For	For	A vote FOR the acquisition of leasehold interest in 203 Pacific Highway is warranted. The main reasons for support are:" the rationale for the Acquisitions is consistent with the REIT's strategic objectives;" enhancement to the REIT's portfolio composition, diversification and positions the REIT for further growth.Securityholder will note a potential conflict of interest given that the Vendor is a related party of the REIT by virtue of having the same responsible entity.
Capital One Financial Corporation	COF	USA	5/05/2022	Elect Director	Elect Director Richard D. Fairbank	For	For	A vote FOR the director nominees is warranted.
Capital One Financial Corporation	COF	USA	5/05/2022	Elect Director	Elect Director Ime Archibong	For	For	A vote FOR the director nominees is warranted.
Capital One Financial Corporation	COF	USA	5/05/2022	Elect Director	Elect Director Christine Detrick	For	For	A vote FOR the director nominees is warranted.
Capital One Financial Corporation	COF	USA	5/05/2022	Elect Director	Elect Director Ann Fritz Hackett	For	For	A vote FOR the director nominees is warranted.
Capital One Financial Corporation	COF	USA	5/05/2022	Elect Director	Elect Director Peter Thomas Killalea	For	For	A vote FOR the director nominees is warranted.
Capital One Financial Corporation	COF	USA	5/05/2022	Elect Director	Elect Director Cornelis "Eli" Leenaars	For	For	A vote FOR the director nominees is warranted.
Capital One Financial Corporation	COF	USA	5/05/2022	Elect Director	Elect Director Francois Locooh-Donou	For	For	A vote FOR the director nominees is warranted.
Capital One Financial Corporation	COF	USA	5/05/2022	Elect Director	Elect Director Peter E. Raskind	For	For	A vote FOR the director nominees is warranted.
Capital One Financial Corporation	COF	USA	5/05/2022	Elect Director	Elect Director Eileen Serra	For	For	A vote FOR the director nominees is warranted.
Capital One Financial Corporation	COF	USA	5/05/2022	Elect Director	Elect Director Mayo A. Shattuck, III	For	For	A vote FOR the director nominees is warranted.
Capital One Financial Corporation	COF	USA	5/05/2022	Elect Director	Elect Director Bradford H. Warner	For	For	A vote FOR the director nominees is warranted.
Capital One Financial Corporation	COF	USA	5/05/2022	Elect Director	Elect Director Catherine G. West	For	For	A vote FOR the director nominees is warranted.
Capital One Financial Corporation	COF	USA	5/05/2022	Elect Director	Elect Director Craig Anthony Williams	For	For	A vote FOR the director nominees is warranted.
Capital One Financial Corporation	COF	USA	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Annual incentive pay determinations, while guided by wide-ranging performance assessments, are ultimately determined discretely. Investors increasingly prefer an incentive program design that emphasizes objective and formula-driven determinations, which may incorporate discretion to a limited degree. While these issues warrant continued close monitoring, there are sufficient mitigating factors for the year in review. Specifically, the discretionary pay determinations have not resulted in a quantitative pay-for-performance misalignment. The increase in CEO incentive awards directionally aligns with the company's improved financial and stock price performance. Moreover, the CEO's long-term equity incentives are predominantly performance-conditioned with clearly disclosed multi-year goals. On balance of these factors, a cautionary vote FOR this proposal is warranted. A quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of discretionary pay decisions.
Capital One Financial Corporation	COF	USA	5/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Cochlear Limited	COH	Australia	19/10/2021	Accept Financial Statements and Statutory Reports	Approve Financial Statements and Reports of the Directors and Auditors	For	For	A vote FOR the company's routine submission of the Financial Report, Directors' Report and Auditors' Report is warranted because no significant concerns have been identified.
Cochlear Limited	COH	Australia	19/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the Remuneration Report is warranted, given the company's improved performance in FY21 which seems correlated with STI bonuses, while LTI vesting in FY21 relating to the FY19 grant was at 25 percent and regarded as a fair outcome. Further, in FY20 no STI bonuses were paid due to weaker results and LTI vesting was reduced at 46 percent. The following concerns warranted qualification and explanation by the board:" FY21 STI bonuses were significant and at an average of 80 percent of maximum, which is high given an absence of disclosure which would typically represent appropriate justification for bonuses;" The company adjusted the FY21 STI performance measures mid-year to reduce the weighting of financial metrics and increase the emphasis on strategic measures;" There was no disclosure of the STI performance targets for the NPAT gateway, Sales growth or strategic objectives;" Persistently high weighting to strategic performance measures represents bonuses for "day job" of a CEO and executives, given that success would be rewarded in conventional accounting metrics and shareholder returns;" The increase in weighting of strategic objectives from 40 to 60 percent in FY21, accompanied by limited disclosure of achievements, leads to concerns that this has become an increasingly discretionary bonus based on the Board's assessment of "strategy"; " Use of a discounted value to determine the number of performance rights is inconsistent with good corporate governance, market practice and shareholder expectations, where face value (prevailing undiscounted share price) is used in determining the number of rights to be granted.
Cochlear Limited	COH	Australia	19/10/2021	Elect Director	Elect Alison Deans as Director	For	For	A qualified vote FOR all nominees is warranted as no material issues have been identified regarding board and committee composition. However, all directors are members of the remuneration and audit committees, and problematic pay practices are observed and non-audit fees continue to be at substantial and excessive levels for several years.
Cochlear Limited	COH	Australia	19/10/2021	Elect Director	Elect Glen Boreham as Director	For	For	A qualified vote FOR all nominees is warranted as no material issues have been identified regarding board and committee composition. However, all directors are members of the remuneration and audit committees, and problematic pay practices are observed and non-audit fees continue to be at substantial and excessive levels for several years.
Cochlear Limited	COH	Australia	19/10/2021	Elect Director	Elect Christine McLoughlin as Director	For	For	A qualified vote FOR all nominees is warranted as no material issues have been identified regarding board and committee composition. However, all directors are members of the remuneration and audit committees, and problematic pay practices are observed and non-audit fees continue to be at substantial and excessive levels for several years.
Cochlear Limited	COH	Australia	19/10/2021	Approve Share Plan Grant	Approve Grant of Options and Performance Rights to Dig Howitt	For	For	A qualified vote FOR this resolution is warranted. The structure of the company's LTI grant is consistent with prior year grants, the quantum is not considered to be excessive and there is an appropriate performance period and performance measures with no resetting which all aligns with market expectations and norms.Shareholder concerns in relation to this LTI grant include:" A higher than typical discount applied to the fair value calculation of options and rights giving rise to a higher number of options and rights granted, and" The increase in the CEO's fixed remuneration and LTI award opportunity is high.
Coles Group Limited	COL	Australia	10/11/2021	Elect Director	Elect Abi Cleland as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.
Coles Group Limited	COL	Australia	10/11/2021	Elect Director	Elect Richard Freudenstein as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.

Coles Group Limited	COL	Australia	10/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted. * No material misalignment between pay and performance and shareholder outcomes has been observed.* The remuneration structure is broadly in line with market practice.* No increases were applied to executive fixed remuneration and director fees, and* Appropriate discretion was applied to reduce the STI award.Concerns relating to several aspects of the company's remuneration practices include:* Non-disclosure on the Return in Capital (ROC) targets in the transitional LTI and the current year LTI grant, even in retrospect, makes it impossible for shareholders to independently assess the rigor of the current year LTI grant and the validity of vesting outcomes.* Post disclosure of the targets for the STI non-financial measures, and* Provision for dividends on unvested shares, though the payment of a dividend equalization amount for dividends during the performance period on any rights that vest is inconsistent with better market practice given there is no present entitlement to shares or dividends prior to vesting.
Coles Group Limited	COL	Australia	10/11/2021	Approve Share Plan Grant	Approve Grant of STI Shares to Steven Cain	For	For	A vote FOR the grant of STI shares to the CEO is warranted because the structure and quantum of the award are in line with the market, given this represents deferral of 50 percent of the STI bonus into equity for up to two years.A qualified vote FOR the grant of LTI performance rights to the CEO is warranted. The structure of the grant is consistent with market practices and performance measures and performance period are consistent with longer term shareholder interests. However, the following concerns are noted:* The quantum of the award is high relative to peers,* The ROC targets are not disclosed to allow shareholders to assess the rigor of targets in line with their expectations, and* The provision for dividends on unvested shares, through a dividend equalization payment on dividends in the performance period in respect of rights that ultimately vest, is inconsistent with good governance practice in the Australian market.
Coles Group Limited	COL	Australia	10/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Steven Cain	For	For	A vote FOR the grant of STI shares to the CEO is warranted because the structure and quantum of the award are in line with the market, given this represents deferral of 50 percent of the STI bonus into equity for up to two years.A qualified vote FOR the grant of LTI performance rights to the CEO is warranted. The structure of the grant is consistent with market practices and performance measures and performance period are consistent with longer term shareholder interests. However, the following concerns are noted:* The quantum of the award is high relative to peers,* The ROC targets are not disclosed to allow shareholders to assess the rigor of targets in line with their expectations, and* The provision for dividends on unvested shares, through a dividend equalization payment on dividends in the performance period in respect of rights that ultimately vest, is inconsistent with good governance practice in the Australian market.
Coles Group Limited	COL	Australia	10/11/2021	Renew Partial Takeover Provision	Approve Renewal of Proportional Takeover Provisions in the Constitution	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Coloplast A/S	COLO.B	Denmark	2/12/2021	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Report of Board			This is a routine, non-voting item.
Coloplast A/S	COLO.B	Denmark	2/12/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For		A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Coloplast A/S	COLO.B	Denmark	2/12/2021	Approve Allocation of Income and Dividends	Approve Allocation of Income	For		A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Coloplast A/S	COLO.B	Denmark	2/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For		A vote FOR this item is warranted because the proposed remuneration report is well described and broadly in line with market practice in Denmark. However, it must be noted that there is a lack of disclosure concerning ex-post targets used to determine variable pay.
Coloplast A/S	COLO.B	Denmark	2/12/2021	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 787,500 for Deputy Chairman, and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	For		A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.
Coloplast A/S	COLO.B	Denmark	2/12/2021	Approve Remuneration Policy	Approve Update of the Company's Overall Guidelines for Incentive Pay to the Executive Management	For		A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene market practice. However, the vote is qualified because the company may award discretionary bonuses to the executives.
Coloplast A/S	COLO.B	Denmark	2/12/2021	Elect Director	Reelect Lars Soren Rasmussen as Director	Abstain		A vote FOR candidates Jette Nygaard-Andersen, Carsten Hellmann, Marianne Wiinholt and Annette Bruls is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote to ABSTAIN is warranted for the candidates Lars Rasmussen and Niels Peter Louis-Hansen due to their non-independent status on a board with an insufficient level of overall independence.
Coloplast A/S	COLO.B	Denmark	2/12/2021	Elect Director	Reelect Niels Peter Louis-Hansen as Director	Abstain		A vote FOR candidates Jette Nygaard-Andersen, Carsten Hellmann, Marianne Wiinholt and Annette Bruls is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote to ABSTAIN is warranted for the candidates Lars Rasmussen and Niels Peter Louis-Hansen due to their non-independent status on a board with an insufficient level of overall independence.
Coloplast A/S	COLO.B	Denmark	2/12/2021	Elect Director	Reelect Jette Nygaard-Andersen as Director	For		A vote FOR candidates Jette Nygaard-Andersen, Carsten Hellmann, Marianne Wiinholt and Annette Bruls is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote to ABSTAIN is warranted for the candidates Lars Rasmussen and Niels Peter Louis-Hansen due to their non-independent status on a board with an insufficient level of overall independence.
Coloplast A/S	COLO.B	Denmark	2/12/2021	Elect Director	Reelect Carsten Hellmann as Director	For		A vote FOR candidates Jette Nygaard-Andersen, Carsten Hellmann, Marianne Wiinholt and Annette Bruls is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote to ABSTAIN is warranted for the candidates Lars Rasmussen and Niels Peter Louis-Hansen due to their non-independent status on a board with an insufficient level of overall independence.
Coloplast A/S	COLO.B	Denmark	2/12/2021	Elect Director	Reelect Marianne Wiinholt as Director	For		A vote FOR candidates Jette Nygaard-Andersen, Carsten Hellmann, Marianne Wiinholt and Annette Bruls is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote to ABSTAIN is warranted for the candidates Lars Rasmussen and Niels Peter Louis-Hansen due to their non-independent status on a board with an insufficient level of overall independence.
Coloplast A/S	COLO.B	Denmark	2/12/2021	Elect Director	Elect Annette Bruls as New Director	For		A vote FOR candidates Jette Nygaard-Andersen, Carsten Hellmann, Marianne Wiinholt and Annette Bruls is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote to ABSTAIN is warranted for the candidates Lars Rasmussen and Niels Peter Louis-Hansen due to their non-independent status on a board with an insufficient level of overall independence.
Coloplast A/S	COLO.B	Denmark	2/12/2021	Ratify Auditors	Ratify PricewaterhouseCoopers as Auditors	For		A vote FOR is warranted because there are no concerns regarding this proposal.
Coloplast A/S	COLO.B	Denmark	2/12/2021	Transact Other Business (Non-Voting)	Other Business			This is a routine, non-voting item.
The Cooper Companies, Inc.	COO	USA	16/03/2022	Elect Director	Elect Director Colleen E. Jay	For		A vote FOR the director nominees is warranted.
The Cooper Companies, Inc.	COO	USA	16/03/2022	Elect Director	Elect Director William A. Kozy	For		A vote FOR the director nominees is warranted.
The Cooper Companies, Inc.	COO	USA	16/03/2022	Elect Director	Elect Director Jody S. Lindell	For		A vote FOR the director nominees is warranted.
The Cooper Companies, Inc.	COO	USA	16/03/2022	Elect Director	Elect Director Teresa S. Madden	For		A vote FOR the director nominees is warranted.
The Cooper Companies, Inc.	COO	USA	16/03/2022	Elect Director	Elect Director Gary S. Petersmeyer	For		A vote FOR the director nominees is warranted.
The Cooper Companies, Inc.	COO	USA	16/03/2022	Elect Director	Elect Director Maria Rivas	For		A vote FOR the director nominees is warranted.
The Cooper Companies, Inc.	COO	USA	16/03/2022	Elect Director	Elect Director Robert S. Weiss	For		A vote FOR the director nominees is warranted.
The Cooper Companies, Inc.	COO	USA	16/03/2022	Elect Director	Elect Director Albert G. White, III	For		A vote FOR the director nominees is warranted.
The Cooper Companies, Inc.	COO	USA	16/03/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For		A vote FOR this proposal to ratify the auditor is warranted.
The Cooper Companies, Inc.	COO	USA	16/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For		A vote FOR the proposal is warranted. With the introduction of performance-based equity for 2021, the majority of both long-term and short-term incentives are performance-based, with a focus on financial metrics. However, concerns are noted regarding the significant use of discretion under the annual incentive program, and the lack of performance conditions on the retention awards granted to certain NEOs.
ConocoPhillips	COP	USA	10/05/2022	Elect Director	Elect Director Caroline Maury Devine	For	For	Votes AGAINST Ryan Lance and Robert Niblock are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR Jody Freeman is warranted, with caution, for partial responsiveness to a majority-supported shareholder proposal. Votes FOR the remaining director nominees are warranted.
ConocoPhillips	COP	USA	10/05/2022	Elect Director	Elect Director Jody Freeman	Against	Against	Votes AGAINST Ryan Lance and Robert Niblock are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR Jody Freeman is warranted, with caution, for partial responsiveness to a majority-supported shareholder proposal. Votes FOR the remaining director nominees are warranted.
ConocoPhillips	COP	USA	10/05/2022	Elect Director	Elect Director Gay Huey Evans	For	For	Votes AGAINST Ryan Lance and Robert Niblock are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR Jody Freeman is warranted, with caution, for partial responsiveness to a majority-supported shareholder proposal. Votes FOR the remaining director nominees are warranted.
ConocoPhillips	COP	USA	10/05/2022	Elect Director	Elect Director Jeffrey A. Joerres	For	For	Votes AGAINST Ryan Lance and Robert Niblock are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR Jody Freeman is warranted, with caution, for partial responsiveness to a majority-supported shareholder proposal. Votes FOR the remaining director nominees are warranted.
ConocoPhillips	COP	USA	10/05/2022	Elect Director	Elect Director Ryan M. Lance	Against	Against	Votes AGAINST Ryan Lance and Robert Niblock are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR Jody Freeman is warranted, with caution, for partial responsiveness to a majority-supported shareholder proposal. Votes FOR the remaining director nominees are warranted.
ConocoPhillips	COP	USA	10/05/2022	Elect Director	Elect Director Timothy A. Leach	For	For	Votes AGAINST Ryan Lance and Robert Niblock are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR Jody Freeman is warranted, with caution, for partial responsiveness to a majority-supported shareholder proposal. Votes FOR the remaining director nominees are warranted.
ConocoPhillips	COP	USA	10/05/2022	Elect Director	Elect Director William H. McRaven	For	For	Votes AGAINST Ryan Lance and Robert Niblock are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR Jody Freeman is warranted, with caution, for partial responsiveness to a majority-supported shareholder proposal. Votes FOR the remaining director nominees are warranted.
ConocoPhillips	COP	USA	10/05/2022	Elect Director	Elect Director Sharmila Mulligan	For	For	Votes AGAINST Ryan Lance and Robert Niblock are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR Jody Freeman is warranted, with caution, for partial responsiveness to a majority-supported shareholder proposal. Votes FOR the remaining director nominees are warranted.
ConocoPhillips	COP	USA	10/05/2022	Elect Director	Elect Director Eric D. Mullins	For	For	Votes AGAINST Ryan Lance and Robert Niblock are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR Jody Freeman is warranted, with caution, for partial responsiveness to a majority-supported shareholder proposal. Votes FOR the remaining director nominees are warranted.
ConocoPhillips	COP	USA	10/05/2022	Elect Director	Elect Director Arjun N. Murti	For	For	Votes AGAINST Ryan Lance and Robert Niblock are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR Jody Freeman is warranted, with caution, for partial responsiveness to a majority-supported shareholder proposal. Votes FOR the remaining director nominees are warranted.
ConocoPhillips	COP	USA	10/05/2022	Elect Director	Elect Director Robert A. Niblock	Against	Against	Votes AGAINST Ryan Lance and Robert Niblock are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR Jody Freeman is warranted, with caution, for partial responsiveness to a majority-supported shareholder proposal. Votes FOR the remaining director nominees are warranted.
ConocoPhillips	COP	USA	10/05/2022	Elect Director	Elect Director David T. Seaton	For	For	Votes AGAINST Ryan Lance and Robert Niblock are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR Jody Freeman is warranted, with caution, for partial responsiveness to a majority-supported shareholder proposal. Votes FOR the remaining director nominees are warranted.
ConocoPhillips	COP	USA	10/05/2022	Elect Director	Elect Director R.A. Walker	For	For	Votes AGAINST Ryan Lance and Robert Niblock are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR Jody Freeman is warranted, with caution, for partial responsiveness to a majority-supported shareholder proposal. Votes FOR the remaining director nominees are warranted.

ConocoPhillips	COP	USA	10/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
ConocoPhillips	COP	USA	10/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. While acknowledging the company's strong financial and share price performance for the year in review, a quantitative pay-for-performance misalignment is identified and underscored by several concerns regarding incentive programs. First, annual incentives, while based on an objective scorecard, lack clear disclosure of threshold and maximum goals for many metrics. This limits investor ability to assess payouts and goal rigor from year to year. The committee also used discretion to increase payouts in FY21. Long-term incentives, while mostly performance-based, target merely median performance and lack a cap on vesting for negative TSR. This is particularly concerning as PSUs have been earned above target for the last four performance cycles.
ConocoPhillips	COP	USA	10/05/2022	Reduce Supermajority Vote Requirement	Eliminate Supermajority Vote Requirement	For	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.
ConocoPhillips	COP	USA	10/05/2022	Provide Right to Call Special Meeting	Provide Right to Call Special Meeting	For	For	Currently, the company does not provide shareholders with the ability to call special meetings. Hence, a vote FOR this proposal is warranted as it represents an enhancement to shareholder's rights.
ConocoPhillips	COP	USA	10/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Provide Right to Call Special Meetings	For	For	A vote FOR this proposal is warranted as the right to call special meetings at a 10 percent ownership threshold would enhance shareholders' rights.
ConocoPhillips	COP	USA	10/05/2022	GHG Emissions	Report on GHG Emissions Reduction Targets	For	For	A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.
ConocoPhillips	COP	USA	10/05/2022	Political Lobbying Disclosure	Report on Lobbying Payments and Policy	For	For	A vote FOR this resolution is warranted, as additional reporting on the company's lobbying practices and policies, including its trade association memberships and payments, would benefit shareholders in assessing its management of related risks.
Costco Wholesale Corporation	COST	USA	20/01/2022	Elect Director	Elect Director Susan L. Decker	For	For	A vote FOR the director nominees is warranted.
Costco Wholesale Corporation	COST	USA	20/01/2022	Elect Director	Elect Director Kenneth D. Denman	For	For	A vote FOR the director nominees is warranted.
Costco Wholesale Corporation	COST	USA	20/01/2022	Elect Director	Elect Director Richard A. Galanti	For	For	A vote FOR the director nominees is warranted.
Costco Wholesale Corporation	COST	USA	20/01/2022	Elect Director	Elect Director Hamilton E. James	For	For	A vote FOR the director nominees is warranted.
Costco Wholesale Corporation	COST	USA	20/01/2022	Elect Director	Elect Director W. Craig Jelinek	For	For	A vote FOR the director nominees is warranted.
Costco Wholesale Corporation	COST	USA	20/01/2022	Elect Director	Elect Director Sally Jewell	For	For	A vote FOR the director nominees is warranted.
Costco Wholesale Corporation	COST	USA	20/01/2022	Elect Director	Elect Director Charles T. Munger	For	For	A vote FOR the director nominees is warranted.
Costco Wholesale Corporation	COST	USA	20/01/2022	Elect Director	Elect Director Jeffrey S. Raikes	For	For	A vote FOR the director nominees is warranted.
Costco Wholesale Corporation	COST	USA	20/01/2022	Elect Director	Elect Director John W. Stanton	For	For	A vote FOR the director nominees is warranted.
Costco Wholesale Corporation	COST	USA	20/01/2022	Elect Director	Elect Director Mary Agnes (Maggie) Wilderotter	For	For	A vote FOR the director nominees is warranted.
Costco Wholesale Corporation	COST	USA	20/01/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Costco Wholesale Corporation	COST	USA	20/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. While performance share grants continue to utilize a one-year performance period, the company eliminated the use of an individual performance metric in the annual incentive program.
Costco Wholesale Corporation	COST	USA	20/01/2022	Charitable Contributions	Report on Charitable Contributions	Against	Against	A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.
Costco Wholesale Corporation	COST	USA	20/01/2022	GHG Emissions	Report on GHG Emissions Reduction Targets	For	For	A vote FOR this proposal is warranted, as additional information on the company's GHG emissions reduction efforts would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.
Costco Wholesale Corporation	COST	USA	20/01/2022	Labor Issues - Discrimination and Miscellaneous	Report on Racial Justice and Food Equity	For	For	A vote FOR this resolution is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's existing food security initiatives. Additionally, such report would complement and enhance the company's existing publicly available information.
Compass Group Plc	CPG	United Kingdom	3/02/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Compass Group Plc	CPG	United Kingdom	3/02/2022	Elect Director	Re-elect Gary Green as Director	For	For	Items 5-15A vote FOR the election/re-election of Palmer Brown, Arlene Isaacs-Lowe, Sundar Raman, Ian Meakins, Dominic Blakemore, Gary Green, Carol Arrowsmith, Stefan Bomhard, John Bryant, Anne-Francoise Nesmes, and Nelson Silva is warranted as no significant concerns have been identified.Item 16A vote FOR the re-election of Ireena Vital is considered warranted, although it is not without concern." In addition to her role as a NED at Compass Group, she holds NED positions at four other significantly-sized public company Boards.The main reasons for support are: " She does not currently hold any primary employment mandates; and" There are no other concerns identified in relation to her re-election.
Compass Group Plc	CPG	United Kingdom	3/02/2022	Elect Director	Re-elect Carol Arrowsmith as Director	For	For	Items 5-15A vote FOR the election/re-election of Palmer Brown, Arlene Isaacs-Lowe, Sundar Raman, Ian Meakins, Dominic Blakemore, Gary Green, Carol Arrowsmith, Stefan Bomhard, John Bryant, Anne-Francoise Nesmes, and Nelson Silva is warranted as no significant concerns have been identified.Item 16A vote FOR the re-election of Ireena Vital is considered warranted, although it is not without concern." In addition to her role as a NED at Compass Group, she holds NED positions at four other significantly-sized public company Boards.The main reasons for support are: " She does not currently hold any primary employment mandates; and" There are no other concerns identified in relation to her re-election.
Compass Group Plc	CPG	United Kingdom	3/02/2022	Elect Director	Re-elect Stefan Bomhard as Director	For	For	Items 5-15A vote FOR the election/re-election of Palmer Brown, Arlene Isaacs-Lowe, Sundar Raman, Ian Meakins, Dominic Blakemore, Gary Green, Carol Arrowsmith, Stefan Bomhard, John Bryant, Anne-Francoise Nesmes, and Nelson Silva is warranted as no significant concerns have been identified.Item 16A vote FOR the re-election of Ireena Vital is considered warranted, although it is not without concern." In addition to her role as a NED at Compass Group, she holds NED positions at four other significantly-sized public company Boards.The main reasons for support are: " She does not currently hold any primary employment mandates; and" There are no other concerns identified in relation to her re-election.
Compass Group Plc	CPG	United Kingdom	3/02/2022	Elect Director	Re-elect John Bryant as Director	For	For	Items 5-15A vote FOR the election/re-election of Palmer Brown, Arlene Isaacs-Lowe, Sundar Raman, Ian Meakins, Dominic Blakemore, Gary Green, Carol Arrowsmith, Stefan Bomhard, John Bryant, Anne-Francoise Nesmes, and Nelson Silva is warranted as no significant concerns have been identified.Item 16A vote FOR the re-election of Ireena Vital is considered warranted, although it is not without concern." In addition to her role as a NED at Compass Group, she holds NED positions at four other significantly-sized public company Boards.The main reasons for support are: " She does not currently hold any primary employment mandates; and" There are no other concerns identified in relation to her re-election.
Compass Group Plc	CPG	United Kingdom	3/02/2022	Elect Director	Re-elect Anne-Francoise Nesmes as Director	For	For	Items 5-15A vote FOR the election/re-election of Palmer Brown, Arlene Isaacs-Lowe, Sundar Raman, Ian Meakins, Dominic Blakemore, Gary Green, Carol Arrowsmith, Stefan Bomhard, John Bryant, Anne-Francoise Nesmes, and Nelson Silva is warranted as no significant concerns have been identified.Item 16A vote FOR the re-election of Ireena Vital is considered warranted, although it is not without concern." In addition to her role as a NED at Compass Group, she holds NED positions at four other significantly-sized public company Boards.The main reasons for support are: " She does not currently hold any primary employment mandates; and" There are no other concerns identified in relation to her re-election.
Compass Group Plc	CPG	United Kingdom	3/02/2022	Elect Director	Re-elect Nelson Silva as Director	For	For	Items 5-15A vote FOR the election/re-election of Palmer Brown, Arlene Isaacs-Lowe, Sundar Raman, Ian Meakins, Dominic Blakemore, Gary Green, Carol Arrowsmith, Stefan Bomhard, John Bryant, Anne-Francoise Nesmes, and Nelson Silva is warranted as no significant concerns have been identified.Item 16A vote FOR the re-election of Ireena Vital is considered warranted, although it is not without concern." In addition to her role as a NED at Compass Group, she holds NED positions at four other significantly-sized public company Boards.The main reasons for support are: " She does not currently hold any primary employment mandates; and" There are no other concerns identified in relation to her re-election.
Compass Group Plc	CPG	United Kingdom	3/02/2022	Elect Director	Re-elect Ireena Vital as Director	For	For	Items 5-15A vote FOR the election/re-election of Palmer Brown, Arlene Isaacs-Lowe, Sundar Raman, Ian Meakins, Dominic Blakemore, Gary Green, Carol Arrowsmith, Stefan Bomhard, John Bryant, Anne-Francoise Nesmes, and Nelson Silva is warranted as no significant concerns have been identified.Item 16A vote FOR the re-election of Ireena Vital is considered warranted, although it is not without concern." In addition to her role as a NED at Compass Group, she holds NED positions at four other significantly-sized public company Boards.The main reasons for support are: " She does not currently hold any primary employment mandates; and" There are no other concerns identified in relation to her re-election.
Compass Group Plc	CPG	United Kingdom	3/02/2022	Ratify Auditors	Reappoint KPMG LLP as Auditors	For	For	A vote FOR this resolution is considered warranted at this time.
Compass Group Plc	CPG	United Kingdom	3/02/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Compass Group Plc	CPG	United Kingdom	3/02/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Compass Group Plc	CPG	United Kingdom	3/02/2022	Approve Remuneration Policy	Approve Remuneration Policy	Against	Against	A vote AGAINST the remuneration policy is warranted." The maximum opportunity under the LTIP will be increased from 300% to 400% of salary for the CEO, and from 250% to 350% of salary for the other EDs. The Company's rationale is not considered sufficiently compelling to justify the significant increases in award levels.
Compass Group Plc	CPG	United Kingdom	3/02/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Compass Group Plc	CPG	United Kingdom	3/02/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Compass Group Plc	CPG	United Kingdom	3/02/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Compass Group Plc	CPG	United Kingdom	3/02/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Compass Group Plc	CPG	United Kingdom	3/02/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Compass Group Plc	CPG	United Kingdom	3/02/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted although it is not without concern." The number of underlying shares granted under the FY2021 LTIP awards has significantly increased, despite the Company's decision to scale back the award level as a percentage of salary to avoid potential windfall gains. Furthermore, there is no clear commitment to apply appropriate discretion to reduce LTIP awards on vesting, should concerns regarding windfall gains be identified.The main reasons for support are: " Performance targets and the appropriateness of award values at vesting will be kept under close review." The improvement in the Company's performance amid the pandemic situation and as compared to the previous year's outcomes is positively acknowledged.
Compass Group Plc	CPG	United Kingdom	3/02/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.

Compass Group Plc	CPG	United Kingdom	3/02/2022	Elect Director	Elect Palmer Brown as Director	For	For	Items 5-15A vote FOR the election/re-election of Palmer Brown, Arlene Isaacs-Lowe, Sundar Raman, Ian Meakins, Dominic Blakemore, Gary Green, Carol Arrowsmith, Stefan Bomhard, John Bryant, Anne-Francoise Nesmes, and Nelson Silva is warranted as no significant concerns have been identified.Item 16A vote FOR the re-election of Ireena Vital is considered warranted, although it is not without concern." In addition to her role as a NED at Compass Group, she holds NED positions at four other significantly-sized public company Boards.The main reasons for support are: " She does not currently hold any primary employment mandates; and" There are no other concerns identified in relation to her re-election.
Compass Group Plc	CPG	United Kingdom	3/02/2022	Elect Director	Elect Arlene Isaacs-Lowe as Director	For	For	Items 5-15A vote FOR the election/re-election of Palmer Brown, Arlene Isaacs-Lowe, Sundar Raman, Ian Meakins, Dominic Blakemore, Gary Green, Carol Arrowsmith, Stefan Bomhard, John Bryant, Anne-Francoise Nesmes, and Nelson Silva is warranted as no significant concerns have been identified.Item 16A vote FOR the re-election of Ireena Vital is considered warranted, although it is not without concern." In addition to her role as a NED at Compass Group, she holds NED positions at four other significantly-sized public company Boards.The main reasons for support are: " She does not currently hold any primary employment mandates; and" There are no other concerns identified in relation to her re-election.
Compass Group Plc	CPG	United Kingdom	3/02/2022	Elect Director	Elect Sundar Raman as Director	For	For	Items 5-15A vote FOR the election/re-election of Palmer Brown, Arlene Isaacs-Lowe, Sundar Raman, Ian Meakins, Dominic Blakemore, Gary Green, Carol Arrowsmith, Stefan Bomhard, John Bryant, Anne-Francoise Nesmes, and Nelson Silva is warranted as no significant concerns have been identified.Item 16A vote FOR the re-election of Ireena Vital is considered warranted, although it is not without concern." In addition to her role as a NED at Compass Group, she holds NED positions at four other significantly-sized public company Boards.The main reasons for support are: " She does not currently hold any primary employment mandates; and" There are no other concerns identified in relation to her re-election.
Compass Group Plc	CPG	United Kingdom	3/02/2022	Elect Director	Re-elect Ian Meakins as Director	For	For	Items 5-15A vote FOR the election/re-election of Palmer Brown, Arlene Isaacs-Lowe, Sundar Raman, Ian Meakins, Dominic Blakemore, Gary Green, Carol Arrowsmith, Stefan Bomhard, John Bryant, Anne-Francoise Nesmes, and Nelson Silva is warranted as no significant concerns have been identified.Item 16A vote FOR the re-election of Ireena Vital is considered warranted, although it is not without concern." In addition to her role as a NED at Compass Group, she holds NED positions at four other significantly-sized public company Boards.The main reasons for support are: " She does not currently hold any primary employment mandates; and" There are no other concerns identified in relation to her re-election.
Compass Group Plc	CPG	United Kingdom	3/02/2022	Elect Director	Re-elect Dominic Blakemore as Director	For	For	Items 5-15A vote FOR the election/re-election of Palmer Brown, Arlene Isaacs-Lowe, Sundar Raman, Ian Meakins, Dominic Blakemore, Gary Green, Carol Arrowsmith, Stefan Bomhard, John Bryant, Anne-Francoise Nesmes, and Nelson Silva is warranted as no significant concerns have been identified.Item 16A vote FOR the re-election of Ireena Vital is considered warranted, although it is not without concern." In addition to her role as a NED at Compass Group, she holds NED positions at four other significantly-sized public company Boards.The main reasons for support are: " She does not currently hold any primary employment mandates; and" There are no other concerns identified in relation to her re-election.
Copart, Inc.	CPRT	USA	3/12/2021	Elect Director	Elect Director Willis J. Johnson	For	For	A vote FOR the director nominees is warranted.
Copart, Inc.	CPRT	USA	3/12/2021	Elect Director	Elect Director Cherylyn Harley LeBon	For	For	A vote FOR the director nominees is warranted.
Copart, Inc.	CPRT	USA	3/12/2021	Elect Director	Elect Director Carl D. Sparks	For	For	A vote FOR the director nominees is warranted.
Copart, Inc.	CPRT	USA	3/12/2021	Elect Director	Elect Director A. Jayson Adair	For	For	A vote FOR the director nominees is warranted.
Copart, Inc.	CPRT	USA	3/12/2021	Elect Director	Elect Director Matt Blunt	For	For	A vote FOR the director nominees is warranted.
Copart, Inc.	CPRT	USA	3/12/2021	Elect Director	Elect Director Steven D. Cohan	For	For	A vote FOR the director nominees is warranted.
Copart, Inc.	CPRT	USA	3/12/2021	Elect Director	Elect Director Daniel J. Englander	For	For	A vote FOR the director nominees is warranted.
Copart, Inc.	CPRT	USA	3/12/2021	Elect Director	Elect Director James E. Meeks	For	For	A vote FOR the director nominees is warranted.
Copart, Inc.	CPRT	USA	3/12/2021	Elect Director	Elect Director Thomas N. Tryforos	For	For	A vote FOR the director nominees is warranted.
Copart, Inc.	CPRT	USA	3/12/2021	Elect Director	Elect Director Diane M. Morefield	For	For	A vote FOR the director nominees is warranted.
Copart, Inc.	CPRT	USA	3/12/2021	Elect Director	Elect Director Stephen Fisher	For	For	A vote FOR the director nominees is warranted.
Copart, Inc.	CPRT	USA	3/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR the proposal is warranted. Following a low say-on-pay vote result, the company disclosed some engagement efforts with shareholders. The proxy also listed specific feedback heard from shareholders, and the company made changes to the pay program to address these concerns. In particular, in a supplemental filing, the company discloses that it recently amended the CEO's June 2020 grant to include a requirement that its unvested options may not be exercised unless a stock price hurdle is achieved and sustained for at least 20 consecutive days prior to exercise. The company also recently amended other NEOs' grants to include a 20 consecutive trading day requirement, in addition to the stock price hurdle.
Copart, Inc. Computershare Limited	CPRT CPU	USA Australia	3/12/2021 11/11/2021	Ratify Auditors Elect Director	Ratify Ernst & Young LLP as Auditors Elect Lisa Gay as Director	For For	For For	A vote FOR this proposal to ratify the auditor is warranted. A vote FOR the re-election of Lisa Gay (Item 2) and Paul Reynolds (Item 3) and the election of John Nendick (Item 4) is warranted as no material issues have been identified regarding her nomination in respect of board and committee composition.
Computershare Limited	CPU	Australia	11/11/2021	Elect Director	Elect Paul Reynolds as Director	For	For	A vote FOR the re-election of Lisa Gay (Item 2) and Paul Reynolds (Item 3) and the election of John Nendick (Item 4) is warranted as no material issues have been identified regarding her nomination in respect of board and committee composition.
Computershare Limited	CPU	Australia	11/11/2021	Elect Director	Elect John Nendick as Director	For	For	A vote FOR the re-election of Lisa Gay (Item 2) and Paul Reynolds (Item 3) and the election of John Nendick (Item 4) is warranted as no material issues have been identified regarding her nomination in respect of board and committee composition.
Computershare Limited	CPU	Australia	11/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted. Excluding margin income, which was impacted by historically low global interest rates, the company's FY21 operational results were positive and share prices have recovered from the prior year. This is aligned with STI outcomes which were paid above target. In addition, no LTI vested in FY21, which is aligned with flat shareholder returns over the three-year performance period. However, changes to the STI and LTI and other perennial practices have raised structural concerns. The key concerns are as follows:" The level of the CEO's total pay triggered a high level of concern for misalignment in the Sustainability Advisory Services quantitative pay for performance analysis;" The board replaced the STI's EPS component with a more subject measure of strategic objectives;" While STI weightings were disclosed this year, it revealed that a majority of the STI is weighted on non-financial metrics;" Non-disclosure of STI targets and the EBITDA budget prevents shareholders from assessing if targets have been set at sufficiently challenging levels." Many of the non-financial measures in the STI are considered part of the CEO's core job responsibilities for which fixed remuneration is paid;" STI bonuses were earned above target despite declining statutory NPAT and EPS;" Half of the FY21 LTI is in the form of SARs which is based on share price appreciation with no further performance hurdle, which is not sufficiently challenging;" The relative TSR performance hurdle in the LTI lacks a positive TSR gateway which could result in shares being earned despite negative shareholder returns;" The quantum of the STI outcomes and LTI grants are excessive when compared to the peer group median; and" The absence of minimum shareholding requirement hinders alignment of senior executives and directors with shareholder interests.
Computershare Limited	CPU	Australia	11/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Stuart Irving	For	For	A qualified FOR this resolution is warranted because the terms of the LTI are broadly in line with market expectations having appropriate performance criteria (e.g. relative TSR, EPS and ROIC growth), three-year performance period and vesting should generally align with shareholders' outcomes.However, this qualification is due to the excessive value of the award having increased significantly in recent years and being more than twice the value of LTI awards at similar size companies and 3.5 times the median of the peer group.
Computershare Limited	CPU	Australia	11/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A qualified vote FOR the proposed increase in the non-executive directors' aggregate fee pool is warranted. Non-executive director fees are presently lower than the median of ASX-listed market cap peers and an industry peer group. The company discloses that given that the US component of its business will increase significantly, there is a requirement to appointment additional US-based directors. Additionally, the company intends to undertake a chair succession which will also result in an adjustment of the chair's fees.Accordingly, support for this proposal is on the basis of the intention to undertake board refreshment, appointment of additional offshore directors predominantly from the US, a potential overlap of directors as part of orderly succession and an increase in individual directors' fees, which are presently below the median of peers.Concerns are highlighted that the proposed increase of 30 percent in the non-executive director fee pool is significant.
Charter Hall Retail REIT	QOR	Australia	8/11/2021	Elect Director	Elect Roger Davis as Director	For	For	A vote FOR the re-election of independent non-executive chairman Roger Davis as director of the Responsible Entity (Item 1) is warranted. There are no material issues regarding board and committee composition resulting from his election, nor any wider corporate governance concerns.
Croda International Plc	CRDA	United Kingdom	20/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Croda International Plc	CRDA	United Kingdom	20/05/2022	Elect Director	Re-elect Keith Layden as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Croda International Plc	CRDA	United Kingdom	20/05/2022	Elect Director	Re-elect Jez Maiden as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Croda International Plc	CRDA	United Kingdom	20/05/2022	Elect Director	Elect Naval Ouzren as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Croda International Plc	CRDA	United Kingdom	20/05/2022	Elect Director	Re-elect John Ramsay as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Croda International Plc	CRDA	United Kingdom	20/05/2022	Ratify Auditors	Reappoint KPMG LLP as Auditors	For	For	A vote FOR this resolution is considered warranted at this time.
Croda International Plc	CRDA	United Kingdom	20/05/2022	Authorise Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Croda International Plc	CRDA	United Kingdom	20/05/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Croda International Plc	CRDA	United Kingdom	20/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Croda International Plc	CRDA	United Kingdom	20/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Croda International Plc	CRDA	United Kingdom	20/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Croda International Plc	CRDA	United Kingdom	20/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted given the absence of any significant concerns.
Croda International Plc	CRDA	United Kingdom	20/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Croda International Plc	CRDA	United Kingdom	20/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Croda International Plc	CRDA	United Kingdom	20/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.

Cruda International Plc	CRDA	United Kingdom	20/05/2022	Elect Director	Re-elect Roberto Cirillo as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Cruda International Plc	CRDA	United Kingdom	20/05/2022	Elect Director	Re-elect Jacqui Ferguson as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Cruda International Plc	CRDA	United Kingdom	20/05/2022	Elect Director	Re-elect Steve Foots as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Cruda International Plc	CRDA	United Kingdom	20/05/2022	Elect Director	Re-elect Anita Frew as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Cruda International Plc	CRDA	United Kingdom	20/05/2022	Elect Director	Re-elect Helena Ganczakowski as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Cruda International Plc	CRDA	United Kingdom	20/05/2022	Elect Director	Elect Julie Kim as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
CRH Plc	CRH	Ireland	28/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
CRH Plc	CRH	Ireland	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
CRH Plc	CRH	Ireland	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
CRH Plc	CRH	Ireland	28/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this Item is warranted.
CRH Plc	CRH	Ireland	28/04/2022	Authorize Reissuance of Repurchased Shares	Authorise Reissuance of Treasury Shares	For	For	A vote FOR this resolution is warranted because this is a routine item for companies incorporated in Ireland, and no concerns have been identified.
CRH Plc	CRH	Ireland	28/04/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
CRH Plc	CRH	Ireland	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted although it is not without concern because: * LTIP and bonus opportunity for the new FD, Jim Mintern, are higher than for his predecessor. The Company pays very generously and has a history of making regular increments to pay, which compounds the issue. * Overall quantum remains an area of potential concern, and workforce-aligned increases to salary have again been awarded. However, support is warranted because: * The opportunities are within the scope of the approved remuneration policy (both old and new). * Pay and performance were convergent this year. * Bonuses were reduced, despite outperformance, and bonus and LTIP targets were revised upwards mid-bonus-cycle.
CRH Plc	CRH	Ireland	28/04/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR the new remuneration policy is warranted. In all essential respects, the new policy mirrors the old. No increases to opportunity are proposed, which is important, as pay quantum is a concern.
CRH Plc	CRH	Ireland	28/04/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Increase in Limit on the Aggregate Amount of Fees Payable to Directors	For	For	A vote FOR this Item is warranted as there are no significant concerns.
CRH Plc	CRH	Ireland	28/04/2022	Elect Director	Re-elect Richie Boucher as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
CRH Plc	CRH	Ireland	28/04/2022	Elect Director	Elect Caroline Dowling as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
CRH Plc	CRH	Ireland	28/04/2022	Elect Director	Re-elect Richard Fearon as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
CRH Plc	CRH	Ireland	28/04/2022	Elect Director	Re-elect Johan Karlstrom as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
CRH Plc	CRH	Ireland	28/04/2022	Elect Director	Re-elect Shaun Kelly as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
CRH Plc	CRH	Ireland	28/04/2022	Elect Director	Elect Badar Khan as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
CRH Plc	CRH	Ireland	28/04/2022	Elect Director	Re-elect Lamar McKay as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
CRH Plc	CRH	Ireland	28/04/2022	Elect Director	Re-elect Albert Manifold as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
CRH Plc	CRH	Ireland	28/04/2022	Elect Director	Elect Jim Mintern as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
CRH Plc	CRH	Ireland	28/04/2022	Elect Director	Re-elect Gillian Platt as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
CRH Plc	CRH	Ireland	28/04/2022	Elect Director	Re-elect Mary Rhiehart as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
CRH Plc	CRH	Ireland	28/04/2022	Elect Director	Re-elect Sichhan Talbot as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
CRH Plc	CRH	Ireland	28/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
CRH Plc	CRH	Ireland	28/04/2022	Ratify Auditors	Ratify Deloitte Ireland LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
CRH Plc	CRH	Ireland	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Charles River Laboratories International, Inc.	CRL	USA	10/05/2022	Elect Director	Elect Director James C. Foster	For	For	A vote FOR Martin W. Mackay is warranted.
Charles River Laboratories International, Inc.	CRL	USA	10/05/2022	Elect Director	Elect Director Virginia M. Wilson	For	For	A vote FOR Martin W. Mackay is warranted.
Charles River Laboratories International, Inc.	CRL	USA	10/05/2022	Elect Director	Elect Director Nancy C. Andrews	For	For	A vote FOR Martin W. Mackay is warranted.
Charles River Laboratories International, Inc.	CRL	USA	10/05/2022	Elect Director	Elect Director Robert Bertolini	For	For	A vote FOR Martin W. Mackay is warranted.
Charles River Laboratories International, Inc.	CRL	USA	10/05/2022	Elect Director	Elect Director Deborah T. Kochevar	For	For	A vote FOR Martin W. Mackay is warranted.
Charles River Laboratories International, Inc.	CRL	USA	10/05/2022	Elect Director	Elect Director George Llado, Sr.	For	For	A vote FOR Martin W. Mackay is warranted.
Charles River Laboratories International, Inc.	CRL	USA	10/05/2022	Elect Director	Elect Director Martin W. Mackay	For	For	A vote FOR Martin W. Mackay is warranted.
Charles River Laboratories International, Inc.	CRL	USA	10/05/2022	Elect Director	Elect Director George E. Massaro	For	For	A vote FOR Martin W. Mackay is warranted.
Charles River Laboratories International, Inc.	CRL	USA	10/05/2022	Elect Director	Elect Director C. Richard Reese	For	For	A vote FOR Martin W. Mackay is warranted.
Charles River Laboratories International, Inc.	CRL	USA	10/05/2022	Elect Director	Elect Director Richard F. Wallman	For	For	A vote FOR Martin W. Mackay is warranted.
Charles River Laboratories International, Inc.	CRL	USA	10/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time and incentive awards continued to be based entirely on objective financial measures.
Charles River Laboratories International, Inc.	CRL	USA	10/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Salesforce, Inc.	CRM	USA	9/06/2022	Elect Director	Elect Director Marc Benioff	For	For	A vote FOR the director nominees is warranted.
Salesforce, Inc.	CRM	USA	9/06/2022	Elect Director	Elect Director Bret Taylor	For	For	A vote FOR the director nominees is warranted.
Salesforce, Inc.	CRM	USA	9/06/2022	Elect Director	Elect Director Laura Alber	For	For	A vote FOR the director nominees is warranted.
Salesforce, Inc.	CRM	USA	9/06/2022	Elect Director	Elect Director Craig Conway	For	For	A vote FOR the director nominees is warranted.
Salesforce, Inc.	CRM	USA	9/06/2022	Elect Director	Elect Director Parker Harris	For	For	A vote FOR the director nominees is warranted.
Salesforce, Inc.	CRM	USA	9/06/2022	Elect Director	Elect Director Alan Hassenfeld	For	For	A vote FOR the director nominees is warranted.
Salesforce, Inc.	CRM	USA	9/06/2022	Elect Director	Elect Director Neelie Kroes	For	For	A vote FOR the director nominees is warranted.
Salesforce, Inc.	CRM	USA	9/06/2022	Elect Director	Elect Director Oscar Munoz	For	For	A vote FOR the director nominees is warranted.
Salesforce, Inc.	CRM	USA	9/06/2022	Elect Director	Elect Director Sanford Robertson	For	For	A vote FOR the director nominees is warranted.
Salesforce, Inc.	CRM	USA	9/06/2022	Elect Director	Elect Director John V. Roos	For	For	A vote FOR the director nominees is warranted.
Salesforce, Inc.	CRM	USA	9/06/2022	Elect Director	Elect Director Robin Washington	For	For	A vote FOR the director nominees is warranted.
Salesforce, Inc.	CRM	USA	9/06/2022	Elect Director	Elect Director Maynard Webb	For	For	A vote FOR the director nominees is warranted.
Salesforce, Inc.	CRM	USA	9/06/2022	Elect Director	Elect Director Susan Wojcicki	For	For	A vote FOR the director nominees is warranted.
Salesforce, Inc.	CRM	USA	9/06/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Salesforce, Inc.	CRM	USA	9/06/2022	Amend Qualified Employee Stock Purchase Plan	Amend Qualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted given that the purchase price is reasonable, the number of shares reserved is reasonable; and the offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.
Salesforce, Inc.	CRM	USA	9/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Salesforce, Inc.	CRM	USA	9/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR the proposal is warranted. The annual bonus was entirely based on pre-set financial metrics that utilize a rigorous performance target and a reasonable maximum payout cap. Furthermore, though a concern is noted regarding non-CEO NEO grants consisting of majority time-vested equity, the majority of the grant for the full year CEO was in performance-conditioned equity with a rigorous performance target measured over a multi-year period. Continued monitoring of the pay program is warranted, however, as the company has entered into a co-CEO structure that will compensate two executives at CEO levels, and shareholders should ensure that relatively large pay packages are commensurate with sustained outperformance.
Salesforce, Inc.	CRM	USA	9/06/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
Salesforce, Inc.	CRM	USA	9/06/2022	Racial Equity and/or Civil Rights Audit	Oversee and Report a Racial Equity Audit	For	For	A vote FOR this proposal is warranted, as it would strengthen the company's commitment towards addressing diversity, equity, and inclusion efforts in its business operations and ventures. In addition, it would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.
Coronado Global Resources Inc.	CRN	Australia	26/05/2022	Elect Director	Elect William (Bill) KoECK as Director	Abstain	Abstain	ABSTAIN votes for incumbent Nominating Committee chair William (Bill) KoECK are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Coronado Global Resources Inc.	CRN	Australia	26/05/2022	Elect Director	Elect Garold Spindler as Director	For	For	ABSTAIN votes for incumbent Nominating Committee chair William (Bill) KoECK are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Coronado Global Resources Inc.	CRN	Australia	26/05/2022	Elect Director	Elect Philip Christensen as Director	For	For	ABSTAIN votes for incumbent Nominating Committee chair William (Bill) KoECK are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Coronado Global Resources Inc.	CRN	Australia	26/05/2022	Elect Director	Elect Greg Pritchard as Director	For	For	ABSTAIN votes for incumbent Nominating Committee chair William (Bill) KoECK are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.

Coronado Global Resources Inc.	CRN	Australia	26/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this resolution is warranted. Concerns are noted regarding the FY21 STI, including in relation to the large STI bonus to the CEO of 100 percent of fixed remuneration and 100 percent of maximum when disclosure indicates that no STI scorecard performance measures were achieved, and disclosure that due to a fatality in FY21 the safety target was not achieved.
Coronado Global Resources Inc.	CRN	Australia	26/05/2022	Ratify Auditors	Ratify Ernst & Young as Auditors	For	For	A vote FOR the ratification of Ernst & Young as Auditors of the company is warranted because this is a routine item and no significant concerns have been identified.
Cerence Inc.	CRNC	USA	2/02/2022	Elect Director	Elect Director Arun Sarin	For	For	A vote FOR the director nominee is warranted.
Cerence Inc.	CRNC	USA	2/02/2022	Elect Director	Elect Director Kristi Ann Matus	For	For	A vote FOR the director nominee is warranted.
Cerence Inc.	CRNC	USA	2/02/2022	Elect Director	Elect Director Stefan Ortmanns	For	For	A vote FOR the director nominee is warranted.
Cerence Inc.	CRNC	USA	2/02/2022	Ratify Auditors	Ratify BDO USA, LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Cerence Inc.	CRNC	USA	2/02/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Cerence Inc.	CRNC	USA	2/02/2022	Advisory Vote on Say on Pay Frequency	Advisory Vote on Say on Pay Frequency	One Year	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.
Cirralto Limited	CRO	Australia	31/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the adoption of the remuneration report is warranted.
Cirralto Limited	CRO	Australia	31/01/2022	Approve Stock Option Plan Grants	Approve Issuance of Options to Howard Digby	Against	Against	A vote AGAINST these resolutions is warranted because local market guidelines do not support the grant of incentive equity awards to NEDs in light of ensuring independent judgment by the NEDs and preventing any potential conflict of interest.
Cirralto Limited	CRO	Australia	31/01/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Issuance of Shares to Adrian Floate	For	For	A vote FOR these resolutions is warranted.
Cirralto Limited	CRO	Australia	31/01/2022	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Issuance of Shares to Peter Richards	For	For	A vote FOR these resolutions is warranted.
Cirralto Limited	CRO	Australia	31/01/2022	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Issuance of Shares to Stephen Dale	For	For	A vote FOR these resolutions is warranted.
Cirralto Limited	CRO	Australia	31/01/2022	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Issuance of Shares to Howard Digby	For	For	A vote FOR these resolutions is warranted.
Cirralto Limited	CRO	Australia	31/01/2022	Change Company Name	Approve Change of Company Name to Spenda Limited	For	For	A vote FOR this resolution is warranted.
Cirralto Limited	CRO	Australia	31/01/2022	Elect Director	Elect Howard Digby as Director	Against	Against	Votes AGAINST incumbent nominee Howard Digby are warranted for lack of gender diversity on the board.
Cirralto Limited	CRO	Australia	31/01/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve the Issuance of Up to 10 Percent of the Company's Issued Capital	Against	Against	A vote AGAINST this resolution is warranted because the company did not provide specific reasons for seeking the authority and there appears to be no immediate need for the additional authority based on the company's most recent quarterly cash flow report.
Cirralto Limited	CRO	Australia	31/01/2022	Approve Acquisition OR Issue Shares in Connection with Acquisition	Ratify Past Issuance of Shares to Invigo Vendors	For	For	A vote FOR this resolution is warranted. The issuance of shares to a vendor as part consideration for an acquisition retains some alignment of the vendor with the business and shareholders.
Cirralto Limited	CRO	Australia	31/01/2022	Approve Acquisition OR Issue Shares in Connection with Acquisition	Ratify Past Issuance of Shares to Greenshoots Vendors	For	For	A vote FOR this resolution is warranted. The issuance of shares to a vendor as part consideration for an acquisition retains some alignment of the vendor with the business and shareholders.
Cirralto Limited	CRO	Australia	31/01/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Against	Against	A vote AGAINST the proposed increase in the directors' fee pool is warranted because of the excessive proposed increase and associated degree of flexibility of the proposed increase, as well as NEDs' eligibility to receive options. A request for a smaller increase in the aggregate directors' remuneration is more likely to be acceptable.
Cirralto Limited	CRO	Australia	31/01/2022	Approve Stock Option Plan Grants	Approve Issuance of Options to Adrian Floate	Against	Against	A vote AGAINST this resolution is warranted because the terms of the proposed grant are not in line with local market standards.
Cirralto Limited	CRO	Australia	31/01/2022	Approve Stock Option Plan Grants	Approve Issuance of Options to Peter Richards	Against	Against	A vote AGAINST these resolutions is warranted because local market guidelines do not support the grant of incentive equity awards to NEDs in light of ensuring independent judgment by the NEDs and preventing any potential conflict of interest.
Cirralto Limited	CRO	Australia	31/01/2022	Approve Stock Option Plan Grants	Approve Issuance of Options to Stephen Dale	Against	Against	A vote AGAINST these resolutions is warranted because local market guidelines do not support the grant of incentive equity awards to NEDs in light of ensuring independent judgment by the NEDs and preventing any potential conflict of interest.
CrowdStrike Holdings, Inc.	CRWD	USA	29/06/2022	Elect Director	Elect Director Cary J. Davis	Withhold	Withhold	WITHHOLD votes are warranted for director nominees George Kurtz, Cary Davis, and Laura Schumacher given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, supermajority and "pop-up" supermajority vote requirements to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights. In addition, a WITHHOLD vote is warranted for compensation committee member Cary Davis given an unmitigated pay-for-performance misalignment. The CEO and CFO received special equity awards that, while performance-conditioned, were excessive. Further concerns exist with respect to the magnitude of NEOs' annual LTI awards, the structure of annual LTI grants, and a lack of disclosure surrounding annual bonuses.
CrowdStrike Holdings, Inc.	CRWD	USA	29/06/2022	Elect Director	Elect Director George Kurtz	Withhold	Withhold	WITHHOLD votes are warranted for director nominees George Kurtz, Cary Davis, and Laura Schumacher given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, supermajority and "pop-up" supermajority vote requirements to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights. In addition, a WITHHOLD vote is warranted for compensation committee member Cary Davis given an unmitigated pay-for-performance misalignment. The CEO and CFO received special equity awards that, while performance-conditioned, were excessive. Further concerns exist with respect to the magnitude of NEOs' annual LTI awards, the structure of annual LTI grants, and a lack of disclosure surrounding annual bonuses.
CrowdStrike Holdings, Inc.	CRWD	USA	29/06/2022	Elect Director	Elect Director Laura J. Schumacher	Withhold	Withhold	WITHHOLD votes are warranted for director nominees George Kurtz, Cary Davis, and Laura Schumacher given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, supermajority and "pop-up" supermajority vote requirements to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights. In addition, a WITHHOLD vote is warranted for compensation committee member Cary Davis given an unmitigated pay-for-performance misalignment. The CEO and CFO received special equity awards that, while performance-conditioned, were excessive. Further concerns exist with respect to the magnitude of NEOs' annual LTI awards, the structure of annual LTI grants, and a lack of disclosure surrounding annual bonuses.
CrowdStrike Holdings, Inc.	CRWD	USA	29/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Cosan SA	CSAN3	Brazil	1/12/2021	Appoint Appraiser/Special Auditor/Liquidator	Ratify SOPARC - Auditores e Consultores S.S. Ltda. as Independent Firm to Appraise Proposed Transaction	For	For	A vote FOR these items is warranted because: " The company effectively owns 100 percent of its subsidiary;" " The absorption will not result in any transfer of cash or shares away from the company;" " The company has presented reasonable rationale for the transaction; and" " The proposed transaction is neutral to shareholders.
Cosan SA	CSAN3	Brazil	1/12/2021	Approve Merger by Absorption	Approve Agreement to Absorb Cosan Investimentos e Participacoes S.A. (CIP)	For	For	A vote FOR these items is warranted because: " The company effectively owns 100 percent of its subsidiary;" " The absorption will not result in any transfer of cash or shares away from the company;" " The company has presented reasonable rationale for the transaction; and" " The proposed transaction is neutral to shareholders.
Cosan SA	CSAN3	Brazil	1/12/2021	Appoint Appraiser/Special Auditor/Liquidator	Approve Independent Firm's Appraisal	For	For	A vote FOR these items is warranted because: " The company effectively owns 100 percent of its subsidiary;" " The absorption will not result in any transfer of cash or shares away from the company;" " The company has presented reasonable rationale for the transaction; and" " The proposed transaction is neutral to shareholders.
Cosan SA	CSAN3	Brazil	1/12/2021	Approve Merger by Absorption	Approve Absorption of Cosan Investimentos e Participacoes S.A. (CIP) Without Capital Increase	For	For	A vote FOR these items is warranted because: " The company effectively owns 100 percent of its subsidiary;" " The absorption will not result in any transfer of cash or shares away from the company;" " The company has presented reasonable rationale for the transaction; and" " The proposed transaction is neutral to shareholders.
Cosan SA	CSAN3	Brazil	1/12/2021	Authorize Board to Ratify and Execute Approved Resolutions	Authorize Executives to Ratify and Execute Approved Resolutions	For	For	A vote FOR this routine formality is warranted.
Cosan SA	CSAN3	Brazil	1/12/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2021	For	For	A vote FOR this routine proposal is warranted because: " Audited financials are available and there are no independent auditor qualifications; and " There are no known concerns regarding the company's financial statements or audit procedures.
Cosan SA	CSAN3	Brazil	1/12/2021	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends	For	For	A vote FOR this item is warranted because there are no known concerns regarding overall shareholder remuneration.
Cosan SA	CSAN3	Brazil	1/12/2021	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	For	For	A vote FOR this item is warranted because: " The installation of a fiscal council could potentially improve the company's governance and bring greater corporate oversight; and " The company has disclosed fiscal council nominees.
Cosan SA	CSAN3	Brazil	1/12/2021	Install and/or Fix Size of Fiscal Council	Fix Number of Fiscal Council Members at Three	For	For	A vote FOR this administrative request is warranted.
Cosan SA	CSAN3	Brazil	29/04/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Marcelo Curti as Fiscal Council Member and Henrique Ache Pilar as Alternate	Abstain	Abstain	An ABSTAIN vote recommendation is warranted for the management's fiscal council nominees, to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidate, as further discussed under Item 6 of this meeting agenda.
Cosan SA	CSAN3	Brazil	29/04/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Vanessa Claro Lopes as Fiscal Council Member and Elaine Maria de Souza Funes as Alternate	Abstain	Abstain	An ABSTAIN vote recommendation is warranted for the management's fiscal council nominees, to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidate, as further discussed under Item 6 of this meeting agenda.
Cosan SA	CSAN3	Brazil	29/04/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Carla Alessandra Trematore as Fiscal Council Member and Francisco Silverio Morales Cespede as Appointed by Minority Shareholder	For	For	A vote FOR this item is warranted because: " The name of the fiscal council nominee appointed by minority shareholders has been disclosed; " There is no indication of competing minority ordinary nominees; and " There are no known concerns regarding the proposed minority nominee. Institutional shareholders should provide explicit voting instructions if they seek to elect a specific candidate.
Cosan SA	CSAN3	Brazil	29/04/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Remuneration of Company's Management and Fiscal Council	For	For	A vote FOR this item is warranted because the company has provided reasonable disclosure of its remuneration practices, in accordance with the requirements of the Brazilian Securities Regulator, including the total compensation of its highest-paid executive.
Cosan SA	CSAN3	Brazil	1/12/2021	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Authorize Capitalization of Reserves Without Issuance of Shares and Amend Article 5 Accordingly	For	For	A vote FOR this capitalization of reserves is warranted because: " This represents a standard account transfer; " There is no dilution to shareholders; and " The company has disclosed the full text of the proposed article amendment.
Cosan SA	CSAN3	Brazil	1/12/2021	Increase Authorized Common Stock	Approve Increase in Authorized Capital and Amend Article 6 Accordingly	For	For	A vote FOR this item is warranted because: " This request represents a reasonable increase of 28.6 percent to the authorized capital limit; and " Outstanding capital would represent 93.3 percent of the new authorization.
Cosan SA	CSAN3	Brazil	1/12/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Article 10	For	For	A vote FOR these requests is warranted because: " The company has provided the full details of the proposed changes; and " The proposed amendments are administrative in nature and do not impact shareholder value.
Cosan SA	CSAN3	Brazil	1/12/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Article 27	For	For	A vote FOR these requests is warranted because: " The company has provided the full details of the proposed changes; and " The proposed amendments are administrative in nature and do not impact shareholder value.
Cosan SA	CSAN3	Brazil	1/12/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Remove Chapter XII	For	For	A vote FOR these requests is warranted because: " The company has provided the full details of the proposed changes; and " The proposed amendments are administrative in nature and do not impact shareholder value.
Cosan SA	CSAN3	Brazil	29/04/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Consolidate Bylaws	For	For	A vote FOR these requests is warranted because: " The company has provided the full details of the proposed changes; and " The proposed amendments are administrative in nature and do not impact shareholder value.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Elect Director	Elect Director M. Michele Burns	For	For	A vote FOR the director nominee is warranted.

Cisco Systems, Inc.	CSCO	USA	13/12/2021	Elect Director	Elect Director Wesley G. Bush	For	For	A vote FOR the director nominees is warranted.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Elect Director	Elect Director Michael D. Capellas	For	For	A vote FOR the director nominees is warranted.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Elect Director	Elect Director Mark Garrett	For	For	A vote FOR the director nominees is warranted.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Elect Director	Elect Director John D. Harris, II	For	For	A vote FOR the director nominees is warranted.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Elect Director	Elect Director Kristina M. Johnson	For	For	A vote FOR the director nominees is warranted.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Elect Director	Elect Director Roderick C. McGeary	For	For	A vote FOR the director nominees is warranted.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Elect Director	Elect Director Charles H. Robbins	For	For	A vote FOR the director nominees is warranted.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Elect Director	Elect Director Brenton L. Saunders	For	For	A vote FOR the director nominees is warranted.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Elect Director	Elect Director Lisa T. Su	For	For	A vote FOR the director nominees is warranted.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Elect Director	Elect Director Marianna Tessel	For	For	A vote FOR the director nominees is warranted.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are relatively aligned for the year in review. The majority of the long-term incentive program remains performance-based and the majority of annual incentives for the year in review were based on financial goals, indicating an alignment between CEO pay and company performance. Moreover, performance equity utilizes a multi-year measurement period.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Amend Proxy Access Right	Amend Proxy Access Right	For	For	A vote FOR this proposal is warranted as it would enhance the company's proxy access right for shareholders while maintaining safeguards in the nomination process.
CSL Limited	CSL	Australia	12/10/2021	Elect Director	Elect Brian McNamee as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified. It is noted that Andrew Cuthbertson is classified as a non-independent director given his prior executive role.
CSL Limited	CSL	Australia	12/10/2021	Elect Director	Elect Andrew Cuthbertson as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified. It is noted that Andrew Cuthbertson is classified as a non-independent director given his prior executive role.
CSL Limited	CSL	Australia	12/10/2021	Elect Director	Elect Alison Watkins as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified. It is noted that Andrew Cuthbertson is classified as a non-independent director given his prior executive role.
CSL Limited	CSL	Australia	12/10/2021	Elect Director	Elect Duncan Maskell as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified. It is noted that Andrew Cuthbertson is classified as a non-independent director given his prior executive role.
CSL Limited	CSL	Australia	12/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report (Item 3) is recommended.* The company has again reported steady growth and improved financial performance in FY21.* STI bonuses and LTI vesting are in line with the company's financial performance and shareholder returns, however, the quantum is very high.* There is improved disclosure of the remuneration structure and STI targets and restraint in executive fixed remuneration increases were implemented in FY21.* Further enhancements are disclosed to be scheduled for FY22. The qualification is to highlight persisting concerns that: "The quantum of remuneration paid to the CEO has raised a high level concern in the quantitative Pay for Performance analysis, 2.2 times the median of the Australian market peers," Chairman and NEDS fees are well above the median of similar sized Australian companies and peers,* STI bonuses have been reweighted away from financial performance measures with 40 percent based on non-financial measures which are considered to be 'day job' responsibilities,* The LTI is excessive by Australian standards, and the FY21 LTI grant had two tranches with short vesting periods of one and two-years, and the remaining two tranches with vesting periods of three and four years, and" The ROIC hurdle in the LTI is inconsistent with Australian market practices, as it is tested on a rolling seven-year basis which includes the prior four-year results in the seven year performance period, with the next three years' results being the unknown – this is regarded as increasing certainty of achievement and vesting.
CSL Limited	CSL	Australia	12/10/2021	Approve Share Plan Grant	Approve Grant of Performance Share Units to Paul Perreault	Against	Against	A vote AGAINST the grant of PSUs to CEO Paul Perreault is warranted.* The quantum of the award is excessive.* The seven-year performance period for the ROIC performance measure includes four prior years' performance outcomes that already known and achieved and may allow the performance targets to be achieved with lower performance over three prospective years – this structure may provide for greater certainty of vesting, with the potential of smoothing or diluting the executive reward for performance that has already been achieved.* The maximum ROIC hurdle have been reduced from 23 percent in the FY21 LTI grant to 21.4 percent, whereas the threshold ROIC remains unchanged at 20 percent – this also represents a very narrow range of performance.* The Investment Hurdle Rate (IHR) gateway measure continues not to be disclosed, and* The Earnings Per Share growth targets have been set at an insufficiently challenging level with a threshold set at 5 percent.
CSL Limited	CSL	Australia	12/10/2021	Renew Partial Takeover Provision	Approve Renewal of Proportional Takeover Approval Provisions in Constitution	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
CSR Limited	CSR	Australia	30/06/2022	Elect Director	Elect Matthew Quinn as Director	For	For	A vote FOR the election of Matthew Quinn is warranted as no corporate governance concerns have been identified regarding his nomination.
CSR Limited	CSR	Australia	30/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted. * There is low concern for misalignment in the quantitative pay-for-performance analysis. * Executive pay is not excessive relative to peers, and * The STI and LTI structures are unchanged from the prior year and remain consistent with market practice and shareholder interests. Concern is highlighted for the continuing poor and inferior transparency in the STI, with the absence of disclosure of specific and quantified STI targets, particularly the EBIT targets, noting that actual EBIT achieved in FY22 is readily ascertainable from the Annual Report.
CSR Limited	CSR	Australia	30/06/2022	Approve Share Plan Grant	Approve Grant of Performance Rights to Julie Coates	For	For	A vote FOR the grant of performance rights to CEO and Managing Director Julie Coates is warranted. * The performance period of three years aligns with the minimum accepted practice and the company has introduced a holding lock of one year; * There are two performance hurdles (5-10% EPS growth and relative TSR) which are well aligned with improved shareholder outcomes. The relative TSR performance metric includes a positive TSR gateway requirement, which represents superior practice to ensure a positive return to shareholders; and * Treatment of awards on termination and change in control do not automatically accelerate vesting.
CSR Limited	CSR	Australia	30/06/2022	Adopt New Articles of Association/Charter	Approve Replacement of Constitution	For	For	A vote FOR this resolution is warranted. * The proposed amendments to the constitution do not appear contentious. * The company states in relation to provisions for the use of virtual meeting technologies, that the proposed new constitution allows for the holding of physical and hybrid general meetings. The company also explicitly stated in the notice of meeting that it will not be able to hold a fully virtual meeting unless ASIC provides express relief under the Corporations Act 2001.
CSX Corporation	CSX	USA	4/05/2022	Elect Director	Elect Director Donna M. Alvarado	For	For	Votes FOR the remaining nominees are warranted at this time.
CSX Corporation	CSX	USA	4/05/2022	Elect Director	Elect Director Thomas P. Bostick	For	For	Votes FOR the remaining nominees are warranted at this time.
CSX Corporation	CSX	USA	4/05/2022	Elect Director	Elect Director James M. Foote	For	For	Votes FOR the remaining nominees are warranted at this time.
CSX Corporation	CSX	USA	4/05/2022	Elect Director	Elect Director Steven T. Halverson	For	For	Votes FOR the remaining nominees are warranted at this time.
CSX Corporation	CSX	USA	4/05/2022	Elect Director	Elect Director Paul C. Hial	For	For	Votes FOR the remaining nominees are warranted at this time.
CSX Corporation	CSX	USA	4/05/2022	Elect Director	Elect Director David M. Moffett	For	For	Votes FOR the remaining nominees are warranted at this time.
CSX Corporation	CSX	USA	4/05/2022	Elect Director	Elect Director Linda H. Riefler	For	For	Votes FOR the remaining nominees are warranted at this time.
CSX Corporation	CSX	USA	4/05/2022	Elect Director	Elect Director Suzanne M. Vautrinot	For	For	Votes FOR the remaining nominees are warranted at this time.
CSX Corporation	CSX	USA	4/05/2022	Elect Director	Elect Director James L. Wainscott	For	For	Votes FOR the remaining nominees are warranted at this time.
CSX Corporation	CSX	USA	4/05/2022	Elect Director	Elect Director J. Steven Whisler	For	For	Votes FOR the remaining nominees are warranted at this time.
CSX Corporation	CSX	USA	4/05/2022	Elect Director	Elect Director John J. Zillmer	For	For	Votes FOR the remaining nominees are warranted at this time.
CSX Corporation	CSX	USA	4/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
CSX Corporation	CSX	USA	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. The committee used discretion for the second consecutive year to increase the CEO's annual incentive payout. While the FY20 adjustment was clearly explained and related to the COVID-19 pandemic, this year's proxy provided limited rationale regarding the committee's decision to use discretion to increase payouts. Further, FY20 bonuses remained below target opportunities, while the FY21 adjustment increased the payout to maximum-level. This also came in the same year as an increase to the CEO's salary and bonus target. Many investors may question the decision to use discretion to adjust payouts in consecutive years, particularly with limited rationale.
Cintas Corporation	CTAS	USA	26/10/2021	Elect Director	Elect Director Gerald S. Adolph	For	For	A vote FOR the director nominees is warranted.
Cintas Corporation	CTAS	USA	26/10/2021	Elect Director	Elect Director John F. Barrett	For	For	A vote FOR the director nominees is warranted.
Cintas Corporation	CTAS	USA	26/10/2021	Elect Director	Elect Director Melanie W. Barstad	For	For	A vote FOR the director nominees is warranted.
Cintas Corporation	CTAS	USA	26/10/2021	Elect Director	Elect Director Karen L. Carnahan	For	For	A vote FOR the director nominees is warranted.
Cintas Corporation	CTAS	USA	26/10/2021	Elect Director	Elect Director Robert E. Coetti	For	For	A vote FOR the director nominees is warranted.
Cintas Corporation	CTAS	USA	26/10/2021	Elect Director	Elect Director Scott D. Farmer	For	For	A vote FOR the director nominees is warranted.
Cintas Corporation	CTAS	USA	26/10/2021	Elect Director	Elect Director Joseph Scaminace	For	For	A vote FOR the director nominees is warranted.
Cintas Corporation	CTAS	USA	26/10/2021	Elect Director	Elect Director Todd M. Schneider	For	For	A vote FOR the director nominees is warranted.
Cintas Corporation	CTAS	USA	26/10/2021	Elect Director	Elect Director Ronald W. Tysoe	For	For	A vote FOR the director nominees is warranted.
Cintas Corporation	CTAS	USA	26/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Although long-term incentives utilize the same metric goals as the short-term incentive plan, long-term equity awards were entirely performance-based for the CEO. In addition, the metrics used were financial metrics tied to company performance.
Cintas Corporation	CTAS	USA	26/10/2021	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Cintas Corporation	CTAS	USA	26/10/2021	Reduce Supermajority Vote Requirement	Eliminate Supermajority Vote Requirement	For	For	A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.
Corporate Travel Management Limited	CTD	Australia	28/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve the Remuneration Report	For	For	A qualified vote FOR this resolution is warranted. Overall pay is not materially misaligned with the company's financial performance and shareholder outcomes. There was no payout under the STI and FY19 LTI as the performance hurdles were not met. However, the following LTI concerns are highlighted: * Two-thirds is subject to sufficiently demanding EPS growth hurdles, but the performance period is only two years which is considered short for LTI; * One-third was in the form of retention SARs and was only subject to conduct hurdles, including a 12-month service condition. These SARs already vested and were able to be exercised by participants. While there is a denial restriction of 12 months, the service requirement of one year is insufficient; and* The company also provided retention SARs to key Travel and Transport senior leaders subject service and conduct conditions until 30 June 2022.

Corporate Travel Management Limited	CTD	Australia	28/10/2021	Elect Director	Elect Jonathan (Jon) Brett as Director	For	For	A vote FOR the re-election of independent non-executive director Jonathan Brett (Item 2a) is warranted as no material concerns have been identified regarding board and committee composition resulting from his nomination. A vote FOR the re-election of Laura Ruffles (Item 2b) is warranted because, whilst she is an executive director, the board is majority independent (being 60-percent independent) and the key board committees are entirely independent.
Corporate Travel Management Limited	CTD	Australia	28/10/2021	Elect Director	Elect Laura Ruffles as Director	For	For	A vote FOR the re-election of independent non-executive director Jonathan Brett (Item 2a) is warranted as no material concerns have been identified regarding board and committee composition resulting from his nomination. A vote FOR the re-election of Laura Ruffles (Item 2b) is warranted because, whilst she is an executive director, the board is majority independent (being 60-percent independent) and the key board committees are entirely independent.
Corporate Travel Management Limited	CTD	Australia	28/10/2021	Approve Stock Option Plan Grants	Approve Grant of Share Appreciation Rights (with a Two Year Performance Period) to Laura Ruffles	For	For	A vote FOR these resolutions (Items 3a and Items 3b) is warranted as the aggregate value of the SARs is reasonable and not excessive relative to peers, the performance hurdles are clearly disclosed, and the target appears to be rigorous to incentive good performance over the vesting period. The SARs, subject to Item 3b, are also subject to a three-year performance period. However, the SARs, subject to Item 3a, are only subject to a two-year performance period. Australian market norms do not allow awards to vest prior to three years from the grant date.
Corporate Travel Management Limited	CTD	Australia	28/10/2021	Approve Stock Option Plan Grants	Approve Grant of Share Appreciation Rights (with a Three Year Performance Period) to Laura Ruffles	For	For	A vote FOR these resolutions (Items 3a and Items 3b) is warranted as the aggregate value of the SARs is reasonable and not excessive relative to peers, the performance hurdles are clearly disclosed, and the target appears to be rigorous to incentive good performance over the vesting period. The SARs, subject to Item 3b, are also subject to a three-year performance period. However, the SARs, subject to Item 3a, are only subject to a two-year performance period. Australian market norms do not allow awards to vest prior to three years from the grant date.
Coterra Energy Inc.	CTRA	USA	29/04/2022	Elect Director	Elect Director Dorothy M. Ables	For	For	A vote FOR the director nominees is warranted.
Coterra Energy Inc.	CTRA	USA	29/04/2022	Elect Director	Elect Director Robert S. Boswell	For	For	A vote FOR the director nominees is warranted.
Coterra Energy Inc.	CTRA	USA	29/04/2022	Elect Director	Elect Director Amanda M. Brock	For	For	A vote FOR the director nominees is warranted.
Coterra Energy Inc.	CTRA	USA	29/04/2022	Elect Director	Elect Director Dan O. Dinges	For	For	A vote FOR the director nominees is warranted.
Coterra Energy Inc.	CTRA	USA	29/04/2022	Elect Director	Elect Director Paul N. Eckley	For	For	A vote FOR the director nominees is warranted.
Coterra Energy Inc.	CTRA	USA	29/04/2022	Elect Director	Elect Director Hans Helmerich	For	For	A vote FOR the director nominees is warranted.
Coterra Energy Inc.	CTRA	USA	29/04/2022	Elect Director	Elect Director Thomas E. Jordan	For	For	A vote FOR the director nominees is warranted.
Coterra Energy Inc.	CTRA	USA	29/04/2022	Elect Director	Elect Director Lisa A. Stewart	For	For	A vote FOR the director nominees is warranted.
Coterra Energy Inc.	CTRA	USA	29/04/2022	Elect Director	Elect Director Frances M. Vallejo	For	For	A vote FOR the director nominees is warranted.
Coterra Energy Inc.	CTRA	USA	29/04/2022	Elect Director	Elect Director Marcus A. Watts	For	For	A vote FOR the director nominees is warranted.
Coterra Energy Inc.	CTRA	USA	29/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Coterra Energy Inc.	CTRA	USA	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	Annual incentives and granted equity for legacy Cabot Oil NEOs were predominantly based on pre-set objective metrics. Additionally, while the combined company granted the current CEO and certain other NEOs, each former Cimarex NEOs, entirely time-based equity post-merger, equity grants will revert to majority performance-based starting in 2022. However, the company materially amended the employment agreement and change-in-control agreement with its former CEO, who remains as executive chairman, without removing entitlements to excise tax gross-up payments. As such, a vote AGAINST this proposal is warranted.
Cognizant Technology Solutions Corporation	CTSH	USA	7/06/2022	Elect Director	Elect Director Zain Abdalla	For	For	A vote FOR the director nominees is warranted.
Cognizant Technology Solutions Corporation	CTSH	USA	7/06/2022	Elect Director	Elect Director Vinita Bali	For	For	A vote FOR the director nominees is warranted.
Cognizant Technology Solutions Corporation	CTSH	USA	7/06/2022	Elect Director	Elect Director Maureen Breakiron-Evans	For	For	A vote FOR the director nominees is warranted.
Cognizant Technology Solutions Corporation	CTSH	USA	7/06/2022	Elect Director	Elect Director Archana Deskus	For	For	A vote FOR the director nominees is warranted.
Cognizant Technology Solutions Corporation	CTSH	USA	7/06/2022	Elect Director	Elect Director John M. Dineen	For	For	A vote FOR the director nominees is warranted.
Cognizant Technology Solutions Corporation	CTSH	USA	7/06/2022	Elect Director	Elect Director Brian Humphries	For	For	A vote FOR the director nominees is warranted.
Cognizant Technology Solutions Corporation	CTSH	USA	7/06/2022	Elect Director	Elect Director Leo S. Mackay, Jr.	For	For	A vote FOR the director nominees is warranted.
Cognizant Technology Solutions Corporation	CTSH	USA	7/06/2022	Elect Director	Elect Director Michael Patsalos-Fox	For	For	A vote FOR the director nominees is warranted.
Cognizant Technology Solutions Corporation	CTSH	USA	7/06/2022	Elect Director	Elect Director Stephen J. Rohleder	For	For	A vote FOR the director nominees is warranted.
Cognizant Technology Solutions Corporation	CTSH	USA	7/06/2022	Elect Director	Elect Director Joseph M. Velli	For	For	A vote FOR the director nominees is warranted.
Cognizant Technology Solutions Corporation	CTSH	USA	7/06/2022	Elect Director	Elect Director Sandra S. Wijnberg	For	For	A vote FOR the director nominees is warranted.
Cognizant Technology Solutions Corporation	CTSH	USA	7/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although certain concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.
Cognizant Technology Solutions Corporation	CTSH	USA	7/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Cognizant Technology Solutions Corporation	CTSH	USA	7/06/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Amend Governing Documents Regarding Requirements to Call for a Special Meeting	Against	Against	A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the existing one-year holding period requirement is not especially problematic, is consistent with SEC requirements for filing shareholder proposals, and provides a reasonable safeguard against abuse of the right.
Cettire Ltd.	CTT	Australia	18/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the adoption of the remuneration report is warranted. The remuneration practices of the company on balance are in line with local market standards. Nevertheless, shareholders may be concerned with the FY21 option grants: "Unacceptable vesting period;" "Short performance period;" "Insufficiently demanding performance hurdles; and" "Discounted exercise price of options.
Cettire Ltd.	CTT	Australia	18/11/2021	Elect Director	Elect Richard (Rick) Dennis as Director	Against	Against	Votes AGAINST incumbent Nominating Committee member Richard (Rick) Dennis are warranted for lack of gender diversity on the board.
Cettire Ltd.	CTT	Australia	18/11/2021	Ratify Auditors	Appoint Grant Thornton Audit Pty Ltd as Auditor of the Company	For	For	A vote FOR this resolution is warranted.
Corteva, Inc.	CTVA	USA	29/04/2022	Elect Director	Elect Director Lamberto Andreotti	For	For	A vote FOR the director nominees is warranted.
Corteva, Inc.	CTVA	USA	29/04/2022	Elect Director	Elect Director Klaus A. Engel	For	For	A vote FOR the director nominees is warranted.
Corteva, Inc.	CTVA	USA	29/04/2022	Elect Director	Elect Director David C. Everett	For	For	A vote FOR the director nominees is warranted.
Corteva, Inc.	CTVA	USA	29/04/2022	Elect Director	Elect Director Janet P. Giesselman	For	For	A vote FOR the director nominees is warranted.
Corteva, Inc.	CTVA	USA	29/04/2022	Elect Director	Elect Director Karen H. Grimes	For	For	A vote FOR the director nominees is warranted.
Corteva, Inc.	CTVA	USA	29/04/2022	Elect Director	Elect Director Michael O. Johanns	For	For	A vote FOR the director nominees is warranted.
Corteva, Inc.	CTVA	USA	29/04/2022	Elect Director	Elect Director Rebecca B. Liebert	For	For	A vote FOR the director nominees is warranted.
Corteva, Inc.	CTVA	USA	29/04/2022	Elect Director	Elect Director Marcos M. Lutz	For	For	A vote FOR the director nominees is warranted.
Corteva, Inc.	CTVA	USA	29/04/2022	Elect Director	Elect Director Charles V. Magro	For	For	A vote FOR the director nominees is warranted.
Corteva, Inc.	CTVA	USA	29/04/2022	Elect Director	Elect Director Nayaki R. Nayyar	For	For	A vote FOR the director nominees is warranted.
Corteva, Inc.	CTVA	USA	29/04/2022	Elect Director	Elect Director Gregory R. Page	For	For	A vote FOR the director nominees is warranted.
Corteva, Inc.	CTVA	USA	29/04/2022	Elect Director	Elect Director Kerry J. Preete	For	For	A vote FOR the director nominees is warranted.
Corteva, Inc.	CTVA	USA	29/04/2022	Elect Director	Elect Director Patrick J. Ward	For	For	A vote FOR the director nominees is warranted.
Corteva, Inc.	CTVA	USA	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. The majority of pay is conditioned on objective financial performance, resulting in an alignment between CEO pay and company performance.
Corteva, Inc.	CTVA	USA	29/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Citrix Systems, Inc.	CTXS	USA	21/04/2022	Approve Merger Agreement	Approve Merger Agreement	For	For	The sales process was competitive, shareholders are receiving a premium to the unaffected price, and there is downside risk of non-approval. The cash form of consideration also provides CTXS shareholders with liquidity and certainty of value. As such, support FOR the proposed transaction is warranted.
Citrix Systems, Inc.	CTXS	USA	21/04/2022	Advisory Vote on Golden Parachutes	Advisory Vote on Golden Parachutes	Against	Against	A vote AGAINST the proposal is warranted. Cash severance is double trigger and of a reasonable basis and outstanding unvested equity will only accelerate upon a qualifying termination. However, two former executives are entitled to large cash payments in connection with the merger, in addition to contractually obligated severance benefits without any rationale provided.
Citrix Systems, Inc.	CTXS	USA	21/04/2022	Adjourn Meeting	Adjourn Meeting	For	For	A vote FOR this proposal is warranted, as support for the underlying transaction is warranted.
Clinuvel Pharmaceuticals Limited	CUV	Australia	10/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted given the remuneration outcomes are not materially misaligned with company performance during the year. The company also provided additional transparency and disclosure in its remuneration report: "STI outcomes for the CEO at 70 percent of maximum is not inconsistent with the company's improved financial performance in FY21. The STI outcomes of other executives is marginally lower in FY21 compared to the prior year, which again is not misaligned with company performance." In terms of LTI outcomes, six percent of the CEO's FY20 LTI have so far vested with 29 months left to achieve any further vesting. No business generation incentives (BGIs) were achieved by the CFO during the year." There is improved transparency in the STI plan with the company. The recommendation is qualified to highlight the quantum of the CEO's remuneration which is excessive when compared to market cap peers and the Sustainability Advisory Services-selected peer group." The CEO's FY21 fixed remuneration is more than double and triple the medians of market cap peers (ASX 176-200) and the ISS-selected peers, respectively." The CEO's total remuneration in FY21 has resulted in a high level of concern for misalignment identified in the Sustainability Advisory Services pay-for-performance analysis, mainly resulting from the FY20 LTI grant (granted during FY21) with a face value of approximately \$35 million." In addition, whilst disclosure of the STI has improved over the prior year, the specific and quantified targets continue to be undisclosed, which makes it difficult for shareholders to independently evaluate whether the targets are sufficiently rigorous and consistent with their expectations.
Clinuvel Pharmaceuticals Limited	CUV	Australia	10/11/2021	Elect Director	Elect Karen Agersborg as Director	For	For	A vote FOR the re-election of Karen Agersborg (Item 2) and Susan Smith (Item 3) is warranted as no material concerns have been identified regarding board or committee composition resulting from their nomination.

Clinuvel Pharmaceuticals Limited	CUV	Australia	10/11/2021	Elect Director	Elect Sue Smith as Director	For	For	A vote FOR the re-election of Karen Agersborg (Item 2) and Susan Smith (Item 3) is warranted as no material concerns have been identified regarding board or committee composition resulting from their nomination.
Clinuvel Pharmaceuticals Limited	CUV	Australia	10/11/2021	Approve the Spill Resolution	Approve the Spill Resolution	Against	Against	A vote AGAINST this proposal is warranted. A board spill is not considered to be in the best interests of the company or shareholders at this present time given that: " The board has responded appropriately and taken steps to address the concerns expressed by shareholders which gave rise to the "first strike" against the remuneration report at the 2020 AGM; and" The company's FY21 results do not warrant any specific concerns.
CVS Health Corporation	CVS	USA	11/05/2022	Elect Director	Elect Director Fernando Aguirre	For	For	A vote FOR the director nominees is warranted.
CVS Health Corporation	CVS	USA	11/05/2022	Elect Director	Elect Director C. David Brown, II	For	For	A vote FOR the director nominees is warranted.
CVS Health Corporation	CVS	USA	11/05/2022	Elect Director	Elect Director Alecia A. DeCoudreaux	For	For	A vote FOR the director nominees is warranted.
CVS Health Corporation	CVS	USA	11/05/2022	Elect Director	Elect Director Nancy-Ann M. DeParle	For	For	A vote FOR the director nominees is warranted.
CVS Health Corporation	CVS	USA	11/05/2022	Elect Director	Elect Director Roger N. Farah	For	For	A vote FOR the director nominees is warranted.
CVS Health Corporation	CVS	USA	11/05/2022	Elect Director	Elect Director Anne M. Finucane	For	For	A vote FOR the director nominees is warranted.
CVS Health Corporation	CVS	USA	11/05/2022	Elect Director	Elect Director Edward J. Ludwig	For	For	A vote FOR the director nominees is warranted.
CVS Health Corporation	CVS	USA	11/05/2022	Elect Director	Elect Director Karen S. Lynch	For	For	A vote FOR the director nominees is warranted.
CVS Health Corporation	CVS	USA	11/05/2022	Elect Director	Elect Director Jean-Pierre Millon	For	For	A vote FOR the director nominees is warranted.
CVS Health Corporation	CVS	USA	11/05/2022	Elect Director	Elect Director Mary L. Schapiro	For	For	A vote FOR the director nominees is warranted.
CVS Health Corporation	CVS	USA	11/05/2022	Elect Director	Elect Director William C. Weldon	For	For	A vote FOR the director nominees is warranted.
CVS Health Corporation	CVS	USA	11/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
CVS Health Corporation	CVS	USA	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR the proposal is warranted. The 2021 STI financial metric target was set lower than the prior year's results. However, the target was set higher than the prior year's results after excluding the incremental positive impact of the pandemic that resulted in discretionary reductions in 2020. There is some concern surrounding lack of clear disclosure related to the customer service/satisfaction metric. However, the STI program is predominantly based on an objective financial metric, and 75 percent of long-term incentives are delivered in performance shares earned based on clearly disclosed multi-year goals. Continued monitoring of STI goal setting and disclosure is warranted.
CVS Health Corporation	CVS	USA	11/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.
CVS Health Corporation	CVS	USA	11/05/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
CVS Health Corporation	CVS	USA	11/05/2022	Miscellaneous -- Environmental & Social Counterproposal	Commission a Workplace Non-Discrimination Audit	Against	Against	A vote AGAINST this resolution is warranted, as the company has enhanced its reporting around its diversity and inclusion initiatives, EEO-1 reporting, and relevant disclosures that allow shareholders to track the company's progress and policies on civil rights. BACKGROUND INFORMATION Policies: Racial Equity and/or Civil Rights Audit Guidelines
CVS Health Corporation	CVS	USA	11/05/2022	Labor Issues - Discrimination and Miscellaneous	Adopt a Policy on Paid Sick Leave for All Employees	For	For	A vote FOR this resolution is warranted as it would provide shareholders with greater assurance that the company's workforce has reasonable access to sick leave, which would provide consistent expectations as concerns regarding societal health are on the rise. Additionally, the implementation of this proposal would allow shareholders to better assess whether the company is adhering to its stated commitment to colleague health and its management of related-risks.
CVS Health Corporation	CVS	USA	11/05/2022	Product Toxicity and Safety	Report on External Public Health Costs and Impact on Diversified Shareholders	For	For	A vote FOR this proposal is warranted as shareholders would benefit from an increased disclosure and understanding of the company's food, beverage, and candy business, and its role in the obesity epidemic and related health concerns.
Chevron Corporation	CVX	USA	25/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted. Lowering the threshold to call a special meeting and removing the agenda item restrictions would enhance the current shareholder right to call special meetings.
Chevron Corporation	CVX	USA	25/05/2022	Elect Director	Elect Director Wanda M. Austin	For	For	Votes AGAINST Chair and CEO Michael Wirth, Lead Director Ronald Sugar, and Public Policy and Sustainability Committee Chair Enrique (Rick) Hernandez Jr. are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Concerns are also raised with respect to the re-election of the Public Policy and Sustainability Committee members, Enrique (Rick) Hernandez Jr., Alice Gast, Jon Huntsman, Jr., and D. James Umpleby III because the company has only been partially responsive to a majority-supported shareholder proposal. A vote FOR the remaining director nominees is warranted at this time.
Chevron Corporation	CVX	USA	25/05/2022	Elect Director	Elect Director John B. Frank	For	For	Votes AGAINST Chair and CEO Michael Wirth, Lead Director Ronald Sugar, and Public Policy and Sustainability Committee Chair Enrique (Rick) Hernandez Jr. are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Concerns are also raised with respect to the re-election of the Public Policy and Sustainability Committee members, Enrique (Rick) Hernandez Jr., Alice Gast, Jon Huntsman, Jr., and D. James Umpleby III because the company has only been partially responsive to a majority-supported shareholder proposal. A vote FOR the remaining director nominees is warranted at this time.
Chevron Corporation	CVX	USA	25/05/2022	Elect Director	Elect Director Alice P. Gast	For	For	Votes AGAINST Chair and CEO Michael Wirth, Lead Director Ronald Sugar, and Public Policy and Sustainability Committee Chair Enrique (Rick) Hernandez Jr. are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Concerns are also raised with respect to the re-election of the Public Policy and Sustainability Committee members, Enrique (Rick) Hernandez Jr., Alice Gast, Jon Huntsman, Jr., and D. James Umpleby III because the company has only been partially responsive to a majority-supported shareholder proposal. A vote FOR the remaining director nominees is warranted at this time.
Chevron Corporation	CVX	USA	25/05/2022	Elect Director	Elect Director Enrique Hernandez, Jr.	Against	Against	Votes AGAINST Chair and CEO Michael Wirth, Lead Director Ronald Sugar, and Public Policy and Sustainability Committee Chair Enrique (Rick) Hernandez Jr. are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Concerns are also raised with respect to the re-election of the Public Policy and Sustainability Committee members, Enrique (Rick) Hernandez Jr., Alice Gast, Jon Huntsman, Jr., and D. James Umpleby III because the company has only been partially responsive to a majority-supported shareholder proposal. A vote FOR the remaining director nominees is warranted at this time.
Chevron Corporation	CVX	USA	25/05/2022	Elect Director	Elect Director Marilyn A. Hewson	For	For	Votes AGAINST Chair and CEO Michael Wirth, Lead Director Ronald Sugar, and Public Policy and Sustainability Committee Chair Enrique (Rick) Hernandez Jr. are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Concerns are also raised with respect to the re-election of the Public Policy and Sustainability Committee members, Enrique (Rick) Hernandez Jr., Alice Gast, Jon Huntsman, Jr., and D. James Umpleby III because the company has only been partially responsive to a majority-supported shareholder proposal. A vote FOR the remaining director nominees is warranted at this time.
Chevron Corporation	CVX	USA	25/05/2022	Elect Director	Elect Director Jon M. Huntsman Jr.	For	For	Votes AGAINST Chair and CEO Michael Wirth, Lead Director Ronald Sugar, and Public Policy and Sustainability Committee Chair Enrique (Rick) Hernandez Jr. are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Concerns are also raised with respect to the re-election of the Public Policy and Sustainability Committee members, Enrique (Rick) Hernandez Jr., Alice Gast, Jon Huntsman, Jr., and D. James Umpleby III because the company has only been partially responsive to a majority-supported shareholder proposal. A vote FOR the remaining director nominees is warranted at this time.
Chevron Corporation	CVX	USA	25/05/2022	Elect Director	Elect Director Charles W. Moorman	For	For	Votes AGAINST Chair and CEO Michael Wirth, Lead Director Ronald Sugar, and Public Policy and Sustainability Committee Chair Enrique (Rick) Hernandez Jr. are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Concerns are also raised with respect to the re-election of the Public Policy and Sustainability Committee members, Enrique (Rick) Hernandez Jr., Alice Gast, Jon Huntsman, Jr., and D. James Umpleby III because the company has only been partially responsive to a majority-supported shareholder proposal. A vote FOR the remaining director nominees is warranted at this time.
Chevron Corporation	CVX	USA	25/05/2022	Elect Director	Elect Director Dambisa F. Moyo	For	For	Votes AGAINST Chair and CEO Michael Wirth, Lead Director Ronald Sugar, and Public Policy and Sustainability Committee Chair Enrique (Rick) Hernandez Jr. are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Concerns are also raised with respect to the re-election of the Public Policy and Sustainability Committee members, Enrique (Rick) Hernandez Jr., Alice Gast, Jon Huntsman, Jr., and D. James Umpleby III because the company has only been partially responsive to a majority-supported shareholder proposal. A vote FOR the remaining director nominees is warranted at this time.
Chevron Corporation	CVX	USA	25/05/2022	Elect Director	Elect Director Debra Reed-Klages	For	For	Votes AGAINST Chair and CEO Michael Wirth, Lead Director Ronald Sugar, and Public Policy and Sustainability Committee Chair Enrique (Rick) Hernandez Jr. are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Concerns are also raised with respect to the re-election of the Public Policy and Sustainability Committee members, Enrique (Rick) Hernandez Jr., Alice Gast, Jon Huntsman, Jr., and D. James Umpleby III because the company has only been partially responsive to a majority-supported shareholder proposal. A vote FOR the remaining director nominees is warranted at this time.
Chevron Corporation	CVX	USA	25/05/2022	Elect Director	Elect Director Ronald D. Sugar	Against	Against	Votes AGAINST Chair and CEO Michael Wirth, Lead Director Ronald Sugar, and Public Policy and Sustainability Committee Chair Enrique (Rick) Hernandez Jr. are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Concerns are also raised with respect to the re-election of the Public Policy and Sustainability Committee members, Enrique (Rick) Hernandez Jr., Alice Gast, Jon Huntsman, Jr., and D. James Umpleby III because the company has only been partially responsive to a majority-supported shareholder proposal. A vote FOR the remaining director nominees is warranted at this time.
Chevron Corporation	CVX	USA	25/05/2022	Elect Director	Elect Director D. James Umpleby, III	For	For	Votes AGAINST Chair and CEO Michael Wirth, Lead Director Ronald Sugar, and Public Policy and Sustainability Committee Chair Enrique (Rick) Hernandez Jr. are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Concerns are also raised with respect to the re-election of the Public Policy and Sustainability Committee members, Enrique (Rick) Hernandez Jr., Alice Gast, Jon Huntsman, Jr., and D. James Umpleby III because the company has only been partially responsive to a majority-supported shareholder proposal. A vote FOR the remaining director nominees is warranted at this time.
Chevron Corporation	CVX	USA	25/05/2022	Elect Director	Elect Director Michael K. Wirth	Against	Against	Votes AGAINST Chair and CEO Michael Wirth, Lead Director Ronald Sugar, and Public Policy and Sustainability Committee Chair Enrique (Rick) Hernandez Jr. are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Concerns are also raised with respect to the re-election of the Public Policy and Sustainability Committee members, Enrique (Rick) Hernandez Jr., Alice Gast, Jon Huntsman, Jr., and D. James Umpleby III because the company has only been partially responsive to a majority-supported shareholder proposal. A vote FOR the remaining director nominees is warranted at this time.
Chevron Corporation	CVX	USA	25/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.

Chevron Corporation	CVX	USA	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. A pay-for-performance misalignment persisted for the year under review and sufficient mitigating factors were not identified. Annual incentive payouts are heavily impacted by individual performance factors, for which the committee provides limited disclosure of the considerations made when determining payouts. In addition, while the company added certain targets to the annual incentive plan scorecard, threshold and maximum goals are lacking, and disclosure of qualitative goals and achievements is also limited. Lack of such disclosure limits transparency into the pay-for-performance alignment of the program, impeding investors' ability to assess payouts and goal rigor from year to year. Lastly, in the LTI program, performance for the new ROCE metric targets merely the median of peers and, as the peer group is relatively small, a portion of the award will vest for any performance level that is not the bottom of the peer group. The TSR-based performance awards also continue to allow for above-target vesting for negative returns.
Chevron Corporation	CVX	USA	25/05/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Chevron Corporation	CVX	USA	25/05/2022	GHG Emissions	Adopt Medium and Long-Term GHG Emissions Reduction Targets	For	For	A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.
Chevron Corporation	CVX	USA	25/05/2022	GHG Emissions	Issue Audited Net-Zero Scenario Analysis Report	For	For	A vote FOR this proposal is warranted because shareholders would benefit from greater disclosure about the company's risk of stranded assets, given its planned spending plan and business strategy
Chevron Corporation	CVX	USA	25/05/2022	Report on Climate Change	Oversee and Report on Reliability of Methane Emission Disclosures	For	For	A vote FOR this resolution is warranted, because direct measurements of methane emissions often produce larger estimates than calculations of methane emissions.
Chevron Corporation	CVX	USA	25/05/2022	Operations in High Risk Countries	Report on Business with Conflict-Complicit Governments	For	For	A vote FOR this proposal is warranted, shareholders would benefit from additional information on the assessment of adopting a policy of not doing business with governments that are complicit in genocide and/or crimes against humanity and how the company is evaluating and managing related operational risks that have the potential to negatively affect shareholder value.
Chevron Corporation	CVX	USA	25/05/2022	Racial Equity and/or Civil Rights Audit	Oversee and Report a Racial Equity Audit	For	For	A vote FOR this proposal is warranted, because a racial equity audit would shareholders better evaluate the company's management of potential racial equity or human rights concerns, including from pollution or GHG emissions, that are associated with its operations.
Crown Resorts Limited	CWN	Australia	21/10/2021	Elect Director	Elect Nigel Morrison as Director	For	For	A vote FOR the election of Nigel Morrison, Bruce Carter, and Ziggy Switkowski is warranted. No material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues. While then he has been disclosure of governance failures at this company in prior years, these nominees are independent directors having been recently appointed to the board as part of a board refreshment. Morrison's experience is especially relevant given his casino and gaming background.
Crown Resorts Limited	CWN	Australia	21/10/2021	Elect Director	Elect Bruce Carter as Director	For	For	A vote FOR the election of Nigel Morrison, Bruce Carter, and Ziggy Switkowski is warranted. No material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues. While then he has been disclosure of governance failures at this company in prior years, these nominees are independent directors having been recently appointed to the board as part of a board refreshment. Morrison's experience is especially relevant given his casino and gaming background.
Crown Resorts Limited	CWN	Australia	21/10/2021	Elect Director	Elect Ziggy Switkowski as Director	For	For	A vote FOR the election of Nigel Morrison, Bruce Carter, and Ziggy Switkowski is warranted. No material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues. While then he has been disclosure of governance failures at this company in prior years, these nominees are independent directors having been recently appointed to the board as part of a board refreshment. Morrison's experience is especially relevant given his casino and gaming background.
Crown Resorts Limited	CWN	Australia	21/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the remuneration report is warranted.* Heightened concern is noted in quantified pay-for-performance analysis.* The company paid excessive termination benefits to former executives who were classified as "good leavers" when governance, compliance, and oversight failures were identified in regulatory inquiries at a time while the executives served in key leadership positions.* The new CEO received a substantial sign-on bonus with a quantum that exceeds \$5 million and conditioned only on continued employment.* The new CEO's fixed remuneration is well above the median of the ASX 51-75 and ISS-selected peers.* The chair and NED fees are materially in excess of peers.* The company does not have any shareholding guidelines, which is expected as a matter of good corporate governance in this market, especially at a time when a new board and executive leadership team appears to be offered significant and excessive remuneration.
Crown Resorts Limited	CWN	Australia	21/10/2021	Approve Share Plan Grant	Approve Grant of Sign-on Performance Rights to Steve McCann	Against	Against	A vote AGAINST this resolution is warranted as the company as the terms of sign-on rights are not aligned with good governance practice, the quantum is excessive and there are no performance conditions attaching.
Crown Resorts Limited	CWN	Australia	21/10/2021	Approve or Amend Severance Agreements/Change-in-Control Agreements	Approve Potential Retirement Benefits for Steve McCann	Against	Against	A vote AGAINST this resolution is warranted. Concerns are highlighted that the CEO is entitled to a termination benefit upon a substantial diminution of his roles, which is uncommon in the Australian market, which allows the accelerated vesting of all sign-on rights.
Crown Resorts Limited	CWN	Australia	21/10/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Against	Against	A vote AGAINST this resolution is warranted. The increase in the director fee cap is considered excessive and inconsistent with the company's performance and governance issues. The current fee cap is sufficient to adequately remunerate directors to a level comparable or even above the median of peers of the company's market cap peer group.
Crown Resorts Limited	CWN	Australia	21/10/2021	Approve the Spill Resolution	Approve Conditional Spill Resolution	Against	Against	A vote AGAINST this resolution to spill the Board is warranted.Despite ongoing poor financial performance in FY21, the company has taken steps to address shareholder concerns including a board and senior leadership renewal, steps towards transformation in the company's culture and operations, improved transparency, and revisions to the STI and LTI frameworks to be more aligned with good market standards.Essentially, the board spill has already taken place with all former directors, but for one, resigning from the board since the 2020 AGM.
Crown Resorts Limited	CWN	Australia	20/05/2022	Approve Scheme of Arrangement	Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by SS Silver II Pty Ltd	For	For	A vote FOR the proposed transaction is warranted. * The offer represents an attractive premium of approximately 32.9 percent to the unaffected price on 19 March 2021; * The offer is well above recent trading price noting the company's shares have not been higher than the Scheme consideration since 2019; * The all-cash consideration represents certainty of value; * The offer is within the valuation range estimated by the Independent Expert; * The offer is unanimously supported by the board in the absence of a Superior Proposal; * The market reaction post-announcement indicates broad acceptance of the transaction; and * There have been no superior offers emerging since Blackstone's new offer announced in November 2021.
Cleanaway Waste Management Limited	CWY	Australia	22/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted.* The company's remuneration structure is in line with market, and no misalignment between pay and performance is observed.* STI bonuses and LTI outcomes are commensurate with strong company performance and shareholder outcomes.However, shareholders may note concerns for the following:.* The absence and inferior disclosure of specific and quantified STI targets hinders a shareholder's assessment of performance targets, performance and bonuses to executives;.* The absence of disclosure of actual results of performance measures and comparison with targets to justify LTI vesting; and* The EPS CAGR goals are lower than in the prior year.
Cleanaway Waste Management Limited	CWY	Australia	22/10/2021	Elect Director	Elect Ray Smith as Director	For	For	A vote FOR both director nominees is warranted as no material issues have been identified regarding board and committee composition.
Cleanaway Waste Management Limited	CWY	Australia	22/10/2021	Elect Director	Elect Ingrid Player as Director	For	For	A vote FOR both director nominees is warranted as no material issues have been identified regarding board and committee composition.
Cleanaway Waste Management Limited	CWY	Australia	22/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Mark Schubert	For	For	A vote FOR the grant of LTI performance rights is warranted. The performance measures and hurdles are clearly disclosed and appear sufficiently robust and consistent with shareholder interests. The performance period is at the minimum accepted in the Australian market of three years.
Cleanaway Waste Management Limited	CWY	Australia	22/10/2021	Renew Partial Takeover Provision	Approve Renewal of Proportional Takeover Provisions in the Constitution	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
CyberArk Software Ltd.	CYBR	Israel	28/06/2022	Elect Director	Reelect Gadi Tirosh as Director	For	For	As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.
CyberArk Software Ltd.	CYBR	Israel	28/06/2022	Elect Director	Reelect Annon Shoshani as Director	For	For	As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.
CyberArk Software Ltd.	CYBR	Israel	28/06/2022	Elect Director	Elect Avriil England as Director	For	For	As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.
CyberArk Software Ltd.	CYBR	Israel	28/06/2022	Elect Director	Reelect Francois Auque as Director	For	For	As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.
CyberArk Software Ltd.	CYBR	Israel	28/06/2022	Approve Remuneration Policy	Approve Compensation Policy for the Directors and Officers of the Company	For	For	A vote FOR this item is warranted because the company discloses sufficient information on its compensation policy and there are no known concerns with the amended terms as proposed by the company.
CyberArk Software Ltd.	CYBR	Israel	28/06/2022	Authorize Board Chairman to Serve as CEO	Authorize Ehud (Udi) Mokady to Serve as Chairman and CEO	For	For	A vote FOR this item is warranted, as the company discloses sufficient information indicating that the combination of the roles will be temporary. However, qualified support is merited as the company established combined CEO/Chairman practices since over the last six years.
CyberArk Software Ltd.	CYBR	Israel	28/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal to ratify the audit firm and fix their remuneration is warranted.
CyberArk Software Ltd.	CYBR	Israel	28/06/2022	Indicate That You Do Not Have Personal Interest in Proposed Agenda Item	Vote FOR if you are NOT a controlling shareholder and do NOT have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. If you vote AGAINST, please provide an explanation to your account manager	Refer	For	Shareholders must indicate whether they are controlling shareholders or have a personal interest related to these agenda items, or else their ballots will be disqualified.
Caesars Entertainment, Inc.	CZR	USA	14/06/2022	Elect Director	Elect Director Gary L. Carano	For	For	A vote FOR the director nominees is warranted.
Caesars Entertainment, Inc.	CZR	USA	14/06/2022	Elect Director	Elect Director David P. Tomick	For	For	A vote FOR the director nominees is warranted.
Caesars Entertainment, Inc.	CZR	USA	14/06/2022	Elect Director	Elect Director Bonnie S. Blumi	For	For	A vote FOR the director nominees is warranted.
Caesars Entertainment, Inc.	CZR	USA	14/06/2022	Elect Director	Elect Director Jan Jones Blackhurst	For	For	A vote FOR the director nominees is warranted.
Caesars Entertainment, Inc.	CZR	USA	14/06/2022	Elect Director	Elect Director Frank J. Fahrtenkopf	For	For	A vote FOR the director nominees is warranted.
Caesars Entertainment, Inc.	CZR	USA	14/06/2022	Elect Director	Elect Director Don R. Kornstein	For	For	A vote FOR the director nominees is warranted.
Caesars Entertainment, Inc.	CZR	USA	14/06/2022	Elect Director	Elect Director Courtney R. Mather	For	For	A vote FOR the director nominees is warranted.
Caesars Entertainment, Inc.	CZR	USA	14/06/2022	Elect Director	Elect Director Sandra D. Morgan	For	For	A vote FOR the director nominees is warranted.
Caesars Entertainment, Inc.	CZR	USA	14/06/2022	Elect Director	Elect Director Michael E. Pegram	For	For	A vote FOR the director nominees is warranted.
Caesars Entertainment, Inc.	CZR	USA	14/06/2022	Elect Director	Elect Director Thomas R. Reeg	For	For	A vote FOR the director nominees is warranted.
Caesars Entertainment, Inc.	CZR	USA	14/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although a concern is noted, a vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time.
Caesars Entertainment, Inc.	CZR	USA	14/06/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.

DBS Group Holdings Ltd.	D05	Singapore	31/03/2022	Accept Financial Statements and Statutory Reports	Adopt Financial Statements and Directors' and Auditors' Reports	For	For	In the absence of any known issues concerning the company's audited accounts and financial statements, a vote FOR this resolution is warranted.
DBS Group Holdings Ltd.	D05	Singapore	31/03/2022	Approve Share Plan Grant	Approve Grant of Awards and Issuance of Shares Under the DBSH Share Plan	For	For	A vote FOR these resolutions is warranted given that the overall terms of the DBSH Share Plan and the California sub-plan is deemed reasonable.
DBS Group Holdings Ltd.	D05	Singapore	31/03/2022	Approve Share Plan Grant	Approve Grant of Awards and Issuance of Shares Under the California Sub-Plan to the DBSH Share Plan	For	For	A vote FOR these resolutions is warranted given that the overall terms of the DBSH Share Plan and the California sub-plan is deemed reasonable.
DBS Group Holdings Ltd.	D05	Singapore	31/03/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	For	A vote FOR this resolution is warranted because the issuance request without preemptive rights is within the recommended limit.
DBS Group Holdings Ltd.	D05	Singapore	31/03/2022	Approve Share Dividend Program	Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme	For	For	A vote FOR this resolution is warranted given that this is a routine dividend proposal.
DBS Group Holdings Ltd.	D05	Singapore	31/03/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	A vote FOR this resolution is warranted given that the size and pricing provisions of the proposed repurchase mandate are within the recommended limits.
DBS Group Holdings Ltd.	D05	Singapore	31/03/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
DBS Group Holdings Ltd.	D05	Singapore	31/03/2022	Approve Remuneration of Directors and/or Committee Members	Approve Directors' Remuneration	For	For	Director fees in Singapore are usually reasonable. In the absence of known concerns over director fees at the company, a vote FOR this proposal is warranted.
DBS Group Holdings Ltd.	D05	Singapore	31/03/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
DBS Group Holdings Ltd.	D05	Singapore	31/03/2022	Elect Director	Elect Bonghan Cho as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
DBS Group Holdings Ltd.	D05	Singapore	31/03/2022	Elect Director	Elect Olivier Lim Tse Ghow as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
DBS Group Holdings Ltd.	D05	Singapore	31/03/2022	Elect Director	Elect Tham Sai Choy as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
DBS Group Holdings Ltd.	D05	Singapore	31/03/2022	Elect Director	Elect Chng Kai Fong as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
DBS Group Holdings Ltd.	D05	Singapore	31/03/2022	Elect Director	Elect Judy Lee as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Dominion Energy, Inc.	D	USA	11/05/2022	Elect Director	Elect Director James A. Bennett	For	For	A vote FOR the director nominee is warranted.
Dominion Energy, Inc.	D	USA	11/05/2022	Elect Director	Elect Director Robert M. Blue	For	For	A vote FOR the director nominee is warranted.
Dominion Energy, Inc.	D	USA	11/05/2022	Elect Director	Elect Director Helen E. Dragas	For	For	A vote FOR the director nominee is warranted.
Dominion Energy, Inc.	D	USA	11/05/2022	Elect Director	Elect Director James O. Ellis, Jr.	For	For	A vote FOR the director nominee is warranted.
Dominion Energy, Inc.	D	USA	11/05/2022	Elect Director	Elect Director D. Maybank Hagood	For	For	A vote FOR the director nominee is warranted.
Dominion Energy, Inc.	D	USA	11/05/2022	Elect Director	Elect Director Ronald W. Jibson	For	For	A vote FOR the director nominee is warranted.
Dominion Energy, Inc.	D	USA	11/05/2022	Elect Director	Elect Director Mark J. Kington	For	For	A vote FOR the director nominee is warranted.
Dominion Energy, Inc.	D	USA	11/05/2022	Elect Director	Elect Director Joseph M. Rigby	For	For	A vote FOR the director nominee is warranted.
Dominion Energy, Inc.	D	USA	11/05/2022	Elect Director	Elect Director Pamela J. Royal	For	For	A vote FOR the director nominee is warranted.
Dominion Energy, Inc.	D	USA	11/05/2022	Elect Director	Elect Director Robert H. Spilman, Jr.	For	For	A vote FOR the director nominee is warranted.
Dominion Energy, Inc.	D	USA	11/05/2022	Elect Director	Elect Director Susan N. Story	For	For	A vote FOR the director nominee is warranted.
Dominion Energy, Inc.	D	USA	11/05/2022	Elect Director	Elect Director Michael E. Szymanczyk	For	For	A vote FOR the director nominee is warranted.
Dominion Energy, Inc.	D	USA	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. Annual incentives are largely based on pre-set financial metrics. Half of long-term awards were performance-based and utilized a multi-year measurement period.
Dominion Energy, Inc.	D	USA	11/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Dominion Energy, Inc.	D	USA	11/05/2022	Amend Right to Call Special Meeting	Amend Right to Call Special Meeting	For	For	A vote FOR this binding proposal is warranted, as reducing the ownership threshold to call a special meeting from 25 percent to 15 percent of outstanding shares would enhance shareholder rights.
Dominion Energy, Inc.	D	USA	11/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent (or 15 percent, if item 4 is approved) to 10 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.
Dominion Energy, Inc.	D	USA	11/05/2022	GHG Emissions	Adopt Medium Term Scope 3 GHG Emissions Reduction Target	For	For	A vote FOR this proposal is warranted, as including all its material Scope 3 emissions into its net zero by 2050 goal would help investors better understand how the company plans to reduce its full value chain emissions and manage its transition to a low carbon economy.
Dominion Energy, Inc.	D	USA	11/05/2022	Report on Climate Change	Report on the Risk of Natural Gas Stranded Assets	For	For	A vote FOR this proposal is warranted because shareholders would benefit from one unified disclosure that addresses any risks from stranded natural gas assets.
Delta Air Lines, Inc.	DAL	USA	16/06/2022	Elect Director	Elect Director Edward H. Bastian	For	For	A vote FOR the director nominee(s) is warranted.
Delta Air Lines, Inc.	DAL	USA	16/06/2022	Elect Director	Elect Director Francis S. Blake	For	For	A vote FOR the director nominee(s) is warranted.
Delta Air Lines, Inc.	DAL	USA	16/06/2022	Elect Director	Elect Director Ashton B. Carter	For	For	A vote FOR the director nominee(s) is warranted.
Delta Air Lines, Inc.	DAL	USA	16/06/2022	Elect Director	Elect Director Greg Creed	For	For	A vote FOR the director nominee(s) is warranted.
Delta Air Lines, Inc.	DAL	USA	16/06/2022	Elect Director	Elect Director David G. DeWalt	For	For	A vote FOR the director nominee(s) is warranted.
Delta Air Lines, Inc.	DAL	USA	16/06/2022	Elect Director	Elect Director William H. Easter, III	For	For	A vote FOR the director nominee(s) is warranted.
Delta Air Lines, Inc.	DAL	USA	16/06/2022	Elect Director	Elect Director Leslie D. Hale	For	For	A vote FOR the director nominee(s) is warranted.
Delta Air Lines, Inc.	DAL	USA	16/06/2022	Elect Director	Elect Director Christopher A. Hazleton	For	For	A vote FOR the director nominee(s) is warranted.
Delta Air Lines, Inc.	DAL	USA	16/06/2022	Elect Director	Elect Director Michael P. Huerta	For	For	A vote FOR the director nominee(s) is warranted.
Delta Air Lines, Inc.	DAL	USA	16/06/2022	Elect Director	Elect Director Jeanne P. Jackson	For	For	A vote FOR the director nominee(s) is warranted.
Delta Air Lines, Inc.	DAL	USA	16/06/2022	Elect Director	Elect Director George N. Mattson	For	For	A vote FOR the director nominee(s) is warranted.
Delta Air Lines, Inc.	DAL	USA	16/06/2022	Elect Director	Elect Director Sergio A. L. Rial	For	For	A vote FOR the director nominee(s) is warranted.
Delta Air Lines, Inc.	DAL	USA	16/06/2022	Elect Director	Elect Director David S. Taylor	For	For	A vote FOR the director nominee(s) is warranted.
Delta Air Lines, Inc.	DAL	USA	16/06/2022	Elect Director	Elect Director Kathy N. Waller	For	For	A vote FOR the director nominee(s) is warranted.
Delta Air Lines, Inc.	DAL	USA	16/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Pay and performance are reasonably aligned for the year in review and annual incentives are based on objective metrics. However, the majority of equity awards continue to be time-based. The company adjusted the pay programs considering the continuing impacts of the pandemic but will revert to a more rigorous approach in the 2022 incentive plans.
Delta Air Lines, Inc.	DAL	USA	16/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Delta Air Lines, Inc.	DAL	USA	16/06/2022	Political Lobbying Disclosure	Report on Lobbying Payments and Policy	For	For	A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.
Darktrace Plc	DARK	United Kingdom	24/11/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Darktrace Plc	DARK	United Kingdom	24/11/2021	Elect Director	Elect Lord Willetts as Director	For	For	Item 4: Elect Gordon HurstA vote FOR this candidate is considered warranted although is not without concerns for shareholders:" The composition of the Board and Nomination Committee is not in line with the recommendations of the UK Code. As Board Chair, Gordon Hurst is considered ultimately responsible for the Board's governance practices. The main reason for support is:" The Company is newly listed, and it is considered appropriate to give the Board Chair reasonable time to address the Board's governance practices. Items 5-8 & 10-12A vote FOR these candidates is considered warranted as no significant concerns have been identified. Item 9: Elect Johannes Sikkens:A vote FOR this candidate is considered warranted although is not without concerns for shareholders:" The Director attended less than 75% of Board and Committee meetings scheduled during the year under review. The main reason for support is:" The Company is newly listed, and no long-term concern has been identified.
Darktrace Plc	DARK	United Kingdom	24/11/2021	Elect Director	Elect Paul Harrison as Director	For	For	Item 4: Elect Gordon HurstA vote FOR this candidate is considered warranted although is not without concerns for shareholders:" The composition of the Board and Nomination Committee is not in line with the recommendations of the UK Code. As Board Chair, Gordon Hurst is considered ultimately responsible for the Board's governance practices. The main reason for support is:" The Company is newly listed, and it is considered appropriate to give the Board Chair reasonable time to address the Board's governance practices. Items 5-8 & 10-12A vote FOR these candidates is considered warranted as no significant concerns have been identified. Item 9: Elect Johannes Sikkens:A vote FOR this candidate is considered warranted although is not without concerns for shareholders:" The Director attended less than 75% of Board and Committee meetings scheduled during the year under review. The main reason for support is:" The Company is newly listed, and no long-term concern has been identified.
Darktrace Plc	DARK	United Kingdom	24/11/2021	Elect Director	Elect Sir Peter Bonfield as Director	For	For	Item 4: Elect Gordon HurstA vote FOR this candidate is considered warranted although is not without concerns for shareholders:" The composition of the Board and Nomination Committee is not in line with the recommendations of the UK Code. As Board Chair, Gordon Hurst is considered ultimately responsible for the Board's governance practices. The main reason for support is:" The Company is newly listed, and it is considered appropriate to give the Board Chair reasonable time to address the Board's governance practices. Items 5-8 & 10-12A vote FOR these candidates is considered warranted as no significant concerns have been identified. Item 9: Elect Johannes Sikkens:A vote FOR this candidate is considered warranted although is not without concerns for shareholders:" The Director attended less than 75% of Board and Committee meetings scheduled during the year under review. The main reason for support is:" The Company is newly listed, and no long-term concern has been identified.
Darktrace Plc	DARK	United Kingdom	24/11/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Darktrace Plc	DARK	United Kingdom	24/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Darktrace Plc	DARK	United Kingdom	24/11/2021	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Darktrace Plc	DARK	United Kingdom	24/11/2021	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.

Darktrace Plc	DARK	United Kingdom	24/11/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Darktrace Plc	DARK	United Kingdom	24/11/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Darktrace Plc	DARK	United Kingdom	24/11/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Darktrace Plc	DARK	United Kingdom	24/11/2021	Ratify Auditors	Appoint Grant Thornton UK LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Darktrace Plc	DARK	United Kingdom	24/11/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Darktrace Plc	DARK	United Kingdom	24/11/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this resolution is warranted, but is not without concerns for shareholders: * Non-audit fees paid during the year under review represented c. 262% of audit fees.The main reason for support is: * Non-audit fees relate mainly to non-recurring services related to the Company's IPO.
Darktrace Plc	DARK	United Kingdom	24/11/2021	Elect Director	Elect Gordon Hurst as Director	For	For	Item 4: Elect Gordon HurstA vote FOR this candidate is considered warranted although is not without concerns for shareholders:" The composition of the Board and Nomination Committee is not in line with the recommendations of the UK Code. As Board Chair, Gordon Hurst is considered ultimately responsible for the Board's governance practices.The main reason for support is:" The Company is newly listed, and it is considered appropriate to give the Board Chair reasonable time to address the Board's governance practices.Items 5-8 & 10-12A vote FOR these candidates is considered warranted as no significant concerns have been identified.Item 9: Elect Johannes Sikkens:A vote FOR this candidate is considered warranted although is not without concerns for shareholders:" The Director attended less than 75% of Board and Committee meetings scheduled during the year under review.The main reason for support is:" The Company is newly listed, and no long-term concern has been identified.
Darktrace Plc	DARK	United Kingdom	24/11/2021	Elect Director	Elect Poppy Gustafsson as Director	For	For	Item 4: Elect Gordon HurstA vote FOR this candidate is considered warranted although is not without concerns for shareholders:" The composition of the Board and Nomination Committee is not in line with the recommendations of the UK Code. As Board Chair, Gordon Hurst is considered ultimately responsible for the Board's governance practices.The main reason for support is:" The Company is newly listed, and it is considered appropriate to give the Board Chair reasonable time to address the Board's governance practices.Items 5-8 & 10-12A vote FOR these candidates is considered warranted as no significant concerns have been identified.Item 9: Elect Johannes Sikkens:A vote FOR this candidate is considered warranted although is not without concerns for shareholders:" The Director attended less than 75% of Board and Committee meetings scheduled during the year under review.The main reason for support is:" The Company is newly listed, and no long-term concern has been identified.
Darktrace Plc	DARK	United Kingdom	24/11/2021	Elect Director	Elect Catherine Graham as Director	For	For	Item 4: Elect Gordon HurstA vote FOR this candidate is considered warranted although is not without concerns for shareholders:" The composition of the Board and Nomination Committee is not in line with the recommendations of the UK Code. As Board Chair, Gordon Hurst is considered ultimately responsible for the Board's governance practices.The main reason for support is:" The Company is newly listed, and it is considered appropriate to give the Board Chair reasonable time to address the Board's governance practices.Items 5-8 & 10-12A vote FOR these candidates is considered warranted as no significant concerns have been identified.Item 9: Elect Johannes Sikkens:A vote FOR this candidate is considered warranted although is not without concerns for shareholders:" The Director attended less than 75% of Board and Committee meetings scheduled during the year under review.The main reason for support is:" The Company is newly listed, and no long-term concern has been identified.
Darktrace Plc	DARK	United Kingdom	24/11/2021	Elect Director	Elect Vanessa Colomar as Director	For	For	Item 4: Elect Gordon HurstA vote FOR this candidate is considered warranted although is not without concerns for shareholders:" The composition of the Board and Nomination Committee is not in line with the recommendations of the UK Code. As Board Chair, Gordon Hurst is considered ultimately responsible for the Board's governance practices.The main reason for support is:" The Company is newly listed, and it is considered appropriate to give the Board Chair reasonable time to address the Board's governance practices.Items 5-8 & 10-12A vote FOR these candidates is considered warranted as no significant concerns have been identified.Item 9: Elect Johannes Sikkens:A vote FOR this candidate is considered warranted although is not without concerns for shareholders:" The Director attended less than 75% of Board and Committee meetings scheduled during the year under review.The main reason for support is:" The Company is newly listed, and no long-term concern has been identified.
Darktrace Plc	DARK	United Kingdom	24/11/2021	Elect Director	Elect Stephen Shanley as Director	For	For	Item 4: Elect Gordon HurstA vote FOR this candidate is considered warranted although is not without concerns for shareholders:" The composition of the Board and Nomination Committee is not in line with the recommendations of the UK Code. As Board Chair, Gordon Hurst is considered ultimately responsible for the Board's governance practices.The main reason for support is:" The Company is newly listed, and it is considered appropriate to give the Board Chair reasonable time to address the Board's governance practices.Items 5-8 & 10-12A vote FOR these candidates is considered warranted as no significant concerns have been identified.Item 9: Elect Johannes Sikkens:A vote FOR this candidate is considered warranted although is not without concerns for shareholders:" The Director attended less than 75% of Board and Committee meetings scheduled during the year under review.The main reason for support is:" The Company is newly listed, and no long-term concern has been identified.
Darktrace Plc	DARK	United Kingdom	24/11/2021	Elect Director	Elect Johannes Sikkens as Director	For	For	Item 4: Elect Gordon HurstA vote FOR this candidate is considered warranted although is not without concerns for shareholders:" The composition of the Board and Nomination Committee is not in line with the recommendations of the UK Code. As Board Chair, Gordon Hurst is considered ultimately responsible for the Board's governance practices.The main reason for support is:" The Company is newly listed, and it is considered appropriate to give the Board Chair reasonable time to address the Board's governance practices.Items 5-8 & 10-12A vote FOR these candidates is considered warranted as no significant concerns have been identified.Item 9: Elect Johannes Sikkens:A vote FOR this candidate is considered warranted although is not without concerns for shareholders:" The Director attended less than 75% of Board and Committee meetings scheduled during the year under review.The main reason for support is:" The Company is newly listed, and no long-term concern has been identified.
Deutsche Bank AG	DBK	Germany	19/05/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)			This is a non-voting item.
Deutsche Bank AG	DBK	Germany	19/05/2022	Elect Supervisory Board Member	Elect Alexander Wynaendts to the Supervisory Board	For	For	Votes FOR the proposed nominees are warranted.
Deutsche Bank AG	DBK	Germany	19/05/2022	Elect Supervisory Board Member	Elect Yngve Slyngstad to the Supervisory Board	For	For	Votes FOR the proposed nominees are warranted.
Deutsche Bank AG	DBK	Germany	19/05/2022	Amend Articles Board-Related	Amend Articles Re: Appointment of the Second Deputy Chair of Supervisory Board	For	For	Votes FOR the proposed amendments are warranted because they will provide flexibility and clarity and are non-contentious in nature.
Deutsche Bank AG	DBK	Germany	19/05/2022	Amend Articles Board-Related	Amend Articles Re: Editorial Changes in Connection with the Appointment of the Second Deputy Chair of Supervisory Board	For	For	Votes FOR the proposed amendments are warranted because they will provide flexibility and clarity and are non-contentious in nature.
Deutsche Bank AG	DBK	Germany	19/05/2022	Amend Articles Board-Related	Amend Articles Re: Remuneration of the Second Deputy Chair of Supervisory Board	For	For	Votes FOR the proposed amendments are warranted because they will provide flexibility and clarity and are non-contentious in nature.
Deutsche Bank AG	DBK	Germany	19/05/2022	Amend Articles/Bylaws/Charter -- Routine	Amend Articles Re: AGM Chairman	For	For	Votes FOR the proposed amendments are warranted because they will provide flexibility and clarity and are non-contentious in nature.
Deutsche Bank AG	DBK	Germany	19/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles Re: Formation of a Global Advisory Board	For	For	Votes FOR the proposed amendments are warranted because they will provide flexibility and clarity and are non-contentious in nature.
Deutsche Bank AG	DBK	Germany	19/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles Re: Dividend in Kind	For	For	Votes FOR the proposed amendments are warranted because they will provide flexibility and clarity and are non-contentious in nature.
Deutsche Bank AG	DBK	Germany	19/05/2022	Company-Specific -- Miscellaneous	Withdraw Confidence in the Management Board Chairman Christian Sewing	Against	Against	A vote AGAINST this proposal is considered warranted because: * The proponent has failed to provide clear evidence of any gross misconduct, negligence, or other legal violations on the part of CEO Christian Sewing.
Deutsche Bank AG	DBK	Germany	19/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 0.20 per Share	For	For	A vote FOR this resolution is warranted.
Deutsche Bank AG	DBK	Germany	19/05/2022	Approve Discharge of Management Board Member	Approve Discharge of Management Board Member Christian Sewing for Fiscal Year 2021	For	For	Qualified votes FOR the individual discharge of the board members are warranted at this time because: * There are no concerns identified about potential director misconduct that rise to the level of warranting a vote against discharge at this time. * However, continued monitoring of the bank's improvements to its risk function, as well as the ongoing investigations in which it is involved, is warranted. * Additionally, shareholders should take note of the ongoing investigations related to the raids of the bank's offices on April 29, 2022, which were triggered by suspicious activity reports filed by the bank itself. Deutsche Bank has stated that it is fully cooperating with authorities and that these suspicious activity reports relate to historic issues.
Deutsche Bank AG	DBK	Germany	19/05/2022	Approve Discharge of Management Board Member	Approve Discharge of Management Board Member Rebecca Short (from May 1, For XXX/Executive Director XXX (INDIVIDUAL RESOLUTION) 2021) for Fiscal Year 2021	For	For	Qualified votes FOR the individual discharge of the board members are warranted at this time because: * There are no concerns identified about potential director misconduct that rise to the level of warranting a vote against discharge at this time. * However, continued monitoring of the bank's improvements to its risk function, as well as the ongoing investigations in which it is involved, is warranted. * Additionally, shareholders should take note of the ongoing investigations related to the raids of the bank's offices on April 29, 2022, which were triggered by suspicious activity reports filed by the bank itself. Deutsche Bank has stated that it is fully cooperating with authorities and that these suspicious activity reports relate to historic issues.
Deutsche Bank AG	DBK	Germany	19/05/2022	Approve Discharge of Management Board Member	Approve Discharge of Management Board Member Stefan Simon for Fiscal Year 2021	For	For	Qualified votes FOR the individual discharge of the board members are warranted at this time because: * There are no concerns identified about potential director misconduct that rise to the level of warranting a vote against discharge at this time. * However, continued monitoring of the bank's improvements to its risk function, as well as the ongoing investigations in which it is involved, is warranted. * Additionally, shareholders should take note of the ongoing investigations related to the raids of the bank's offices on April 29, 2022, which were triggered by suspicious activity reports filed by the bank itself. Deutsche Bank has stated that it is fully cooperating with authorities and that these suspicious activity reports relate to historic issues.
Deutsche Bank AG	DBK	Germany	19/05/2022	Approve Discharge of Management Board Member	Approve Discharge of Management Board Member James von Molke for Fiscal Year 2021	For	For	Qualified votes FOR the individual discharge of the board members are warranted at this time because: * There are no concerns identified about potential director misconduct that rise to the level of warranting a vote against discharge at this time. * However, continued monitoring of the bank's improvements to its risk function, as well as the ongoing investigations in which it is involved, is warranted. * Additionally, shareholders should take note of the ongoing investigations related to the raids of the bank's offices on April 29, 2022, which were triggered by suspicious activity reports filed by the bank itself. Deutsche Bank has stated that it is fully cooperating with authorities and that these suspicious activity reports relate to historic issues.
Deutsche Bank AG	DBK	Germany	19/05/2022	Approve Discharge of Management Board Member	Approve Discharge of Management Board Member Karl von Rohr for Fiscal Year 2021	For	For	Qualified votes FOR the individual discharge of the board members are warranted at this time because: * There are no concerns identified about potential director misconduct that rise to the level of warranting a vote against discharge at this time. * However, continued monitoring of the bank's improvements to its risk function, as well as the ongoing investigations in which it is involved, is warranted. * Additionally, shareholders should take note of the ongoing investigations related to the raids of the bank's offices on April 29, 2022, which were triggered by suspicious activity reports filed by the bank itself. Deutsche Bank has stated that it is fully cooperating with authorities and that these suspicious activity reports relate to historic issues.

Deutsche Bank AG	DBK	Germany	19/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Supervisory Board Member Detlef Polaschek for Fiscal Year 2021	For	For	Qualified votes FOR the individual discharge of the board members are warranted at this time because: " There are no concerns identified about potential director misconduct that rise to the level of warranting a vote against discharge at this time. " However, continued monitoring of the bank's improvements to its risk function, as well as the ongoing investigations in which it is involved, is warranted. " Additionally, shareholders should take note of the ongoing investigations related to the raids of the bank's offices on April 29, 2022, which were triggered by suspicious activity reports filed by the bank itself. Deutsche Bank has stated that it is fully cooperating with authorities and that these suspicious activity reports relate to historic issues.
Deutsche Bank AG	DBK	Germany	19/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Supervisory Board Member Frank Werneke (from November 25, 2021) for Fiscal Year 2021	For	For	Qualified votes FOR the individual discharge of the board members are warranted at this time because: " There are no concerns identified about potential director misconduct that rise to the level of warranting a vote against discharge at this time. " However, continued monitoring of the bank's improvements to its risk function, as well as the ongoing investigations in which it is involved, is warranted. " Additionally, shareholders should take note of the ongoing investigations related to the raids of the bank's offices on April 29, 2022, which were triggered by suspicious activity reports filed by the bank itself. Deutsche Bank has stated that it is fully cooperating with authorities and that these suspicious activity reports relate to historic issues.
Deutsche Bank AG	DBK	Germany	19/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Supervisory Board Member Norbert Winkeljohann for Fiscal Year 2021	For	For	Qualified votes FOR the individual discharge of the board members are warranted at this time because: " There are no concerns identified about potential director misconduct that rise to the level of warranting a vote against discharge at this time. " However, continued monitoring of the bank's improvements to its risk function, as well as the ongoing investigations in which it is involved, is warranted. " Additionally, shareholders should take note of the ongoing investigations related to the raids of the bank's offices on April 29, 2022, which were triggered by suspicious activity reports filed by the bank itself. Deutsche Bank has stated that it is fully cooperating with authorities and that these suspicious activity reports relate to historic issues.
Deutsche Bank AG	DBK	Germany	19/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Supervisory Board Member Frank Witter (from May 27, 2021) for Fiscal Year 2021	For	For	Qualified votes FOR the individual discharge of the board members are warranted at this time because: " There are no concerns identified about potential director misconduct that rise to the level of warranting a vote against discharge at this time. " However, continued monitoring of the bank's improvements to its risk function, as well as the ongoing investigations in which it is involved, is warranted. " Additionally, shareholders should take note of the ongoing investigations related to the raids of the bank's offices on April 29, 2022, which were triggered by suspicious activity reports filed by the bank itself. Deutsche Bank has stated that it is fully cooperating with authorities and that these suspicious activity reports relate to historic issues.
Deutsche Bank AG	DBK	Germany	19/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Supervisory Board Member Ludwig Blomeyer-Bartenstein for Fiscal Year 2021	For	For	Qualified votes FOR the individual discharge of the board members are warranted at this time because: " There are no concerns identified about potential director misconduct that rise to the level of warranting a vote against discharge at this time. " However, continued monitoring of the bank's improvements to its risk function, as well as the ongoing investigations in which it is involved, is warranted. " Additionally, shareholders should take note of the ongoing investigations related to the raids of the bank's offices on April 29, 2022, which were triggered by suspicious activity reports filed by the bank itself. Deutsche Bank has stated that it is fully cooperating with authorities and that these suspicious activity reports relate to historic issues.
Deutsche Bank AG	DBK	Germany	19/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Supervisory Board Member Frank Bsirske (until October 27, 2021) for Fiscal Year 2021	For	For	Qualified votes FOR the individual discharge of the board members are warranted at this time because: " There are no concerns identified about potential director misconduct that rise to the level of warranting a vote against discharge at this time. " However, continued monitoring of the bank's improvements to its risk function, as well as the ongoing investigations in which it is involved, is warranted. " Additionally, shareholders should take note of the ongoing investigations related to the raids of the bank's offices on April 29, 2022, which were triggered by suspicious activity reports filed by the bank itself. Deutsche Bank has stated that it is fully cooperating with authorities and that these suspicious activity reports relate to historic issues.
Deutsche Bank AG	DBK	Germany	19/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Supervisory Board Member Mayree Clark for Fiscal Year 2021	For	For	Qualified votes FOR the individual discharge of the board members are warranted at this time because: " There are no concerns identified about potential director misconduct that rise to the level of warranting a vote against discharge at this time. " However, continued monitoring of the bank's improvements to its risk function, as well as the ongoing investigations in which it is involved, is warranted. " Additionally, shareholders should take note of the ongoing investigations related to the raids of the bank's offices on April 29, 2022, which were triggered by suspicious activity reports filed by the bank itself. Deutsche Bank has stated that it is fully cooperating with authorities and that these suspicious activity reports relate to historic issues.
Deutsche Bank AG	DBK	Germany	19/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Supervisory Board Member Jan Duschek for Fiscal Year 2021	For	For	Qualified votes FOR the individual discharge of the board members are warranted at this time because: " There are no concerns identified about potential director misconduct that rise to the level of warranting a vote against discharge at this time. " However, continued monitoring of the bank's improvements to its risk function, as well as the ongoing investigations in which it is involved, is warranted. " Additionally, shareholders should take note of the ongoing investigations related to the raids of the bank's offices on April 29, 2022, which were triggered by suspicious activity reports filed by the bank itself. Deutsche Bank has stated that it is fully cooperating with authorities and that these suspicious activity reports relate to historic issues.
Deutsche Bank AG	DBK	Germany	19/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Supervisory Board Member Gerhard Eschelbeck for Fiscal Year 2021	For	For	Qualified votes FOR the individual discharge of the board members are warranted at this time because: " There are no concerns identified about potential director misconduct that rise to the level of warranting a vote against discharge at this time. " However, continued monitoring of the bank's improvements to its risk function, as well as the ongoing investigations in which it is involved, is warranted. " Additionally, shareholders should take note of the ongoing investigations related to the raids of the bank's offices on April 29, 2022, which were triggered by suspicious activity reports filed by the bank itself. Deutsche Bank has stated that it is fully cooperating with authorities and that these suspicious activity reports relate to historic issues.
Deutsche Bank AG	DBK	Germany	19/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2021	For	For	Qualified votes FOR the individual discharge of the board members are warranted at this time because: " There are no concerns identified about potential director misconduct that rise to the level of warranting a vote against discharge at this time. " However, continued monitoring of the bank's improvements to its risk function, as well as the ongoing investigations in which it is involved, is warranted. " Additionally, shareholders should take note of the ongoing investigations related to the raids of the bank's offices on April 29, 2022, which were triggered by suspicious activity reports filed by the bank itself. Deutsche Bank has stated that it is fully cooperating with authorities and that these suspicious activity reports relate to historic issues.
Deutsche Bank AG	DBK	Germany	19/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Supervisory Board Member Timo Heider for Fiscal Year 2021	For	For	Qualified votes FOR the individual discharge of the board members are warranted at this time because: " There are no concerns identified about potential director misconduct that rise to the level of warranting a vote against discharge at this time. " However, continued monitoring of the bank's improvements to its risk function, as well as the ongoing investigations in which it is involved, is warranted. " Additionally, shareholders should take note of the ongoing investigations related to the raids of the bank's offices on April 29, 2022, which were triggered by suspicious activity reports filed by the bank itself. Deutsche Bank has stated that it is fully cooperating with authorities and that these suspicious activity reports relate to historic issues.
Deutsche Bank AG	DBK	Germany	19/05/2022	Ratify Auditors	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022 and for the Review of Interim Financial Statements Until 2023 AGM	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Deutsche Bank AG	DBK	Germany	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR is warranted because: " The remuneration report is broadly in line with market practice and no further problematic pay practices have been identified. Moreover, we note that the retrospective disclosure on the LTI scheme is comprehensive and contributes to an understanding of how payouts relate to performance, including the rigor of future target setting. " However, this is not without some level of concern due to the continued relatively high-level of pension contributions (particularly if compared against average contributions made for employees) and the below-par retrospective disclosure on the STI performance achievements.
Deutsche Bank AG	DBK	Germany	19/05/2022	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	A vote FOR the proposed share repurchase program is warranted.
Deutsche Bank AG	DBK	Germany	19/05/2022	Authorize Use of Financial Derivatives	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For	A vote FOR this proposal is warranted.
Deutsche Bank AG	DBK	Germany	19/05/2022	Authorize Issuance of Investment Certificates	Approve Issuance of Participatory Certificates and Other Hybrid Debt Securities up to Aggregate Nominal Value of EUR 9 Billion	For	For	A vote FOR the proposed resolution is warranted because: " The non-convertible participation certificate and hybrid debt security issuance would allow the bank to improve its core capital ratio for regulatory purposes without diluting the share capital.
DCC Plc	DCC	Ireland	16/07/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
DCC Plc	DCC	Ireland	16/07/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
DCC Plc	DCC	Ireland	16/07/2021	Authorize Reissuance of Repurchased Shares	Authorise Reissuance Price Range of Treasury Shares	For	For	A vote FOR this resolution is warranted as no major issues of concern are identified.
DCC Plc	DCC	Ireland	16/07/2021	Approve Restricted Stock Plan	Approve Long Term Incentive Plan 2021	For	For	A vote FOR the proposed 2021 LTIIP is considered warranted in the absence of material concerns.
DCC Plc	DCC	Ireland	16/07/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
DCC Plc	DCC	Ireland	16/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted, although it is not without concerns: " A significant portion of the annual bonus (30% of the total award) is based on personal/strategic targets and there is scope for more details to be provided on these targets and the extent to which they were met, particularly given that bonuses were paid in full in FY2020/21. Further, there was no disclosure on the personal/strategic targets of former CFO Fergal O'Dwyer. The main reasons for support are: " There is no clear disconnect between pay and performance." The Company states that all full/rough or similar employee related government support received during the year have now been repaid. " No further material concerns have been identified.
DCC Plc	DCC	Ireland	16/07/2021	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR the proposed remuneration policy is warranted in the absence of material concerns.
DCC Plc	DCC	Ireland	16/07/2021	Elect Director	Re-elect Mark Breuer as Director	Against	Against	Votes AGAINST incumbent Nominating Committee members Mark Breuer, Mehmet Erginbilic, Pamela (Pam) Kirby and Cormac McCarthy are warranted for lack of gender diversity on the board. Concerns are also noted regarding the re-election of Mark Breuer because: At the upcoming AGM, he will replace John Moloney as Board Chair. However, Mark Breuer remains a member of the Audit Committee, which is contrary to the provisions of the UK Code. Votes FOR the remaining nominees are warranted.
DCC Plc	DCC	Ireland	16/07/2021	Elect Director	Re-elect Caroline Dowling as Director	For	For	Votes AGAINST incumbent Nominating Committee members Mark Breuer, Mehmet Erginbilic, Pamela (Pam) Kirby and Cormac McCarthy are warranted for lack of gender diversity on the board. Concerns are also noted regarding the re-election of Mark Breuer because: At the upcoming AGM, he will replace John Moloney as Board Chair. However, Mark Breuer remains a member of the Audit Committee, which is contrary to the provisions of the UK Code. Votes FOR the remaining nominees are warranted.
DCC Plc	DCC	Ireland	16/07/2021	Elect Director	Re-elect Tufan Erginbilic as Director	Against	Against	Votes AGAINST incumbent Nominating Committee members Mark Breuer, Mehmet Erginbilic, Pamela (Pam) Kirby and Cormac McCarthy are warranted for lack of gender diversity on the board. Concerns are also noted regarding the re-election of Mark Breuer because: At the upcoming AGM, he will replace John Moloney as Board Chair. However, Mark Breuer remains a member of the Audit Committee, which is contrary to the provisions of the UK Code. Votes FOR the remaining nominees are warranted.

DCC Plc	DCC	Ireland	16/07/2021	Elect Director	Re-elect David Jukes as Director	For	For	Votes AGAINST incumbent Nominating Committee members Mark Breuer, Mehmet Erginbilgic, Pamela (Pam) Kirby and Cormac McCarthy are warranted for lack of gender diversity on the board.Concerns are also noted regarding the re-election of Mark Breuer because:At the upcoming AGM, he will replace John Moloney as Board Chair. However, Mark Breuer remains a member of the Audit Committee, which is contrary to the provisions of the UK Code.Votes FOR the remaining nominees are warranted.
DCC Plc	DCC	Ireland	16/07/2021	Elect Director	Re-elect Pamela Kirby as Director	Against	Against	Votes AGAINST incumbent Nominating Committee members Mark Breuer, Mehmet Erginbilgic, Pamela (Pam) Kirby and Cormac McCarthy are warranted for lack of gender diversity on the board.Concerns are also noted regarding the re-election of Mark Breuer because:At the upcoming AGM, he will replace John Moloney as Board Chair. However, Mark Breuer remains a member of the Audit Committee, which is contrary to the provisions of the UK Code.Votes FOR the remaining nominees are warranted.
DCC Plc	DCC	Ireland	16/07/2021	Elect Director	Elect Kevin Lucey as Director	For	For	Votes AGAINST incumbent Nominating Committee members Mark Breuer, Mehmet Erginbilgic, Pamela (Pam) Kirby and Cormac McCarthy are warranted for lack of gender diversity on the board.Concerns are also noted regarding the re-election of Mark Breuer because:At the upcoming AGM, he will replace John Moloney as Board Chair. However, Mark Breuer remains a member of the Audit Committee, which is contrary to the provisions of the UK Code.Votes FOR the remaining nominees are warranted.
DCC Plc	DCC	Ireland	16/07/2021	Elect Director	Re-elect Cormac McCarthy as Director	Against	Against	Votes AGAINST incumbent Nominating Committee members Mark Breuer, Mehmet Erginbilgic, Pamela (Pam) Kirby and Cormac McCarthy are warranted for lack of gender diversity on the board.Concerns are also noted regarding the re-election of Mark Breuer because:At the upcoming AGM, he will replace John Moloney as Board Chair. However, Mark Breuer remains a member of the Audit Committee, which is contrary to the provisions of the UK Code.Votes FOR the remaining nominees are warranted.
DCC Plc	DCC	Ireland	16/07/2021	Elect Director	Re-elect Donal Murphy as Director	For	For	Votes AGAINST incumbent Nominating Committee members Mark Breuer, Mehmet Erginbilgic, Pamela (Pam) Kirby and Cormac McCarthy are warranted for lack of gender diversity on the board.Concerns are also noted regarding the re-election of Mark Breuer because:At the upcoming AGM, he will replace John Moloney as Board Chair. However, Mark Breuer remains a member of the Audit Committee, which is contrary to the provisions of the UK Code.Votes FOR the remaining nominees are warranted.
DCC Plc	DCC	Ireland	16/07/2021	Elect Director	Re-elect Mark Ryan as Director	For	For	Votes AGAINST incumbent Nominating Committee members Mark Breuer, Mehmet Erginbilgic, Pamela (Pam) Kirby and Cormac McCarthy are warranted for lack of gender diversity on the board.Concerns are also noted regarding the re-election of Mark Breuer because:At the upcoming AGM, he will replace John Moloney as Board Chair. However, Mark Breuer remains a member of the Audit Committee, which is contrary to the provisions of the UK Code.Votes FOR the remaining nominees are warranted.
DCC Plc	DCC	Ireland	16/07/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
DCC Plc	DCC	Ireland	16/07/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
DCC Plc	DCC	Ireland	16/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
DCC Plc	DCC	Ireland	16/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
DuPont de Nemours, Inc.	DD	USA	26/05/2022	Elect Director	Elect Director Amy G. Brady	For	For	Cautionary support FOR Ruby R. Chandy is warranted due to partial responsiveness by the company to a majority-supported proposal asking for an annual report on plastic pollution. A vote FOR all other director nominees is warranted.
DuPont de Nemours, Inc.	DD	USA	26/05/2022	Elect Director	Elect Director Edward D. Breen	For	For	Cautionary support FOR Ruby R. Chandy is warranted due to partial responsiveness by the company to a majority-supported proposal asking for an annual report on plastic pollution. A vote FOR all other director nominees is warranted.
DuPont de Nemours, Inc.	DD	USA	26/05/2022	Elect Director	Elect Director Ruby R. Chandy	For	For	Cautionary support FOR Ruby R. Chandy is warranted due to partial responsiveness by the company to a majority-supported proposal asking for an annual report on plastic pollution. A vote FOR all other director nominees is warranted.
DuPont de Nemours, Inc.	DD	USA	26/05/2022	Elect Director	Elect Director Terrence R. Curtin	For	For	Cautionary support FOR Ruby R. Chandy is warranted due to partial responsiveness by the company to a majority-supported proposal asking for an annual report on plastic pollution. A vote FOR all other director nominees is warranted.
DuPont de Nemours, Inc.	DD	USA	26/05/2022	Elect Director	Elect Director Alexander M. Cutler	For	For	Cautionary support FOR Ruby R. Chandy is warranted due to partial responsiveness by the company to a majority-supported proposal asking for an annual report on plastic pollution. A vote FOR all other director nominees is warranted.
DuPont de Nemours, Inc.	DD	USA	26/05/2022	Elect Director	Elect Director Eleuthere I. du Pont	For	For	Cautionary support FOR Ruby R. Chandy is warranted due to partial responsiveness by the company to a majority-supported proposal asking for an annual report on plastic pollution. A vote FOR all other director nominees is warranted.
DuPont de Nemours, Inc.	DD	USA	26/05/2022	Elect Director	Elect Director Kristina M. Johnson	For	For	Cautionary support FOR Ruby R. Chandy is warranted due to partial responsiveness by the company to a majority-supported proposal asking for an annual report on plastic pollution. A vote FOR all other director nominees is warranted.
DuPont de Nemours, Inc.	DD	USA	26/05/2022	Elect Director	Elect Director Luther C. Kissam	For	For	Cautionary support FOR Ruby R. Chandy is warranted due to partial responsiveness by the company to a majority-supported proposal asking for an annual report on plastic pollution. A vote FOR all other director nominees is warranted.
DuPont de Nemours, Inc.	DD	USA	26/05/2022	Elect Director	Elect Director Frederick M. Lowery	For	For	Cautionary support FOR Ruby R. Chandy is warranted due to partial responsiveness by the company to a majority-supported proposal asking for an annual report on plastic pollution. A vote FOR all other director nominees is warranted.
DuPont de Nemours, Inc.	DD	USA	26/05/2022	Elect Director	Elect Director Raymond J. Milchovich	For	For	Cautionary support FOR Ruby R. Chandy is warranted due to partial responsiveness by the company to a majority-supported proposal asking for an annual report on plastic pollution. A vote FOR all other director nominees is warranted.
DuPont de Nemours, Inc.	DD	USA	26/05/2022	Elect Director	Elect Director Deanna M. Mulligan	For	For	Cautionary support FOR Ruby R. Chandy is warranted due to partial responsiveness by the company to a majority-supported proposal asking for an annual report on plastic pollution. A vote FOR all other director nominees is warranted.
DuPont de Nemours, Inc.	DD	USA	26/05/2022	Elect Director	Elect Director Steven M. Sterin	For	For	Cautionary support FOR Ruby R. Chandy is warranted due to partial responsiveness by the company to a majority-supported proposal asking for an annual report on plastic pollution. A vote FOR all other director nominees is warranted.
DuPont de Nemours, Inc.	DD	USA	26/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Some concern remains relating to the target setting under the annual incentive plan, as FY21 targets were set below targets and actual results from the year prior. Nonetheless, annual incentives are entirely linked to pre-set financial metrics and long-term incentives are primarily performance-based.
DuPont de Nemours, Inc.	DD	USA	26/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
DuPont de Nemours, Inc.	DD	USA	26/05/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
Datadog, Inc.	DDOG	USA	2/06/2022	Elect Director	Elect Director Titi Cole	For	For	WITHHOLD votes are warranted for incumbent directors Matthew (Matt) Jacobson and Julie Richardson given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights. A vote FOR new director Titi Cole is warranted.
Datadog, Inc.	DDOG	USA	2/06/2022	Elect Director	Elect Director Matthew Jacobson	Withhold	Withhold	WITHHOLD votes are warranted for incumbent directors Matthew (Matt) Jacobson and Julie Richardson given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights. A vote FOR new director Titi Cole is warranted.
Datadog, Inc.	DDOG	USA	2/06/2022	Elect Director	Elect Director Julie G. Richardson	Withhold	Withhold	WITHHOLD votes are warranted for incumbent directors Matthew (Matt) Jacobson and Julie Richardson given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights. A vote FOR new director Titi Cole is warranted.
Datadog, Inc.	DDOG	USA	2/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Datadog, Inc.	DDOG	USA	2/06/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Dicker Data Ltd.	DDR	Australia	20/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted. There is reasonable alignment of executive pay, with continued good financial performance and shareholder returns. * The company's remuneration structure is based primarily on a profit share based on varying percentages of net operating profit before tax for each executive, with modest fixed remuneration no LTI award. * In response to the prior year strike on the remuneration report, the board introduced a minimum shareholding requirement of 300 percent of fixed remuneration accumulated through after-tax own funds to ensure executives hold shares in the company. Of note, Chairman and CEO David Dicker has a significant shareholding of 33 percent of the company's equity and receives no fixed or bonus remuneration, and other executives have substantial shareholdings in the company. * While concerns continue to exist for excessive remuneration, such structures involving founders and long-serving executives are seen in other ASX-listed companies (including ASX200 IT services provider, Technology One, and especially in the financial services sector, such as Macquarie Group).
Dicker Data Ltd.	DDR	Australia	20/05/2022	Elect Director	Elect Ian Welch as Director	Against	Against	A vote AGAINST the re-election of Ian Welch is warranted. He is one of four executive directors on a majority non-independent board. A vote AGAINST the re-election of independent director Leanne Ralph is warranted to signal concerns that she is a member of the Audit & Risk Management Committee, and excessive non-audit fees are disclosed which exceed audit fees.
Dicker Data Ltd.	DDR	Australia	20/05/2022	Elect Director	Elect Leanne Ralph as Director	Against	Against	A vote AGAINST the re-election of Ian Welch is warranted. He is one of four executive directors on a majority non-independent board. A vote AGAINST the re-election of independent director Leanne Ralph is warranted to signal concerns that she is a member of the Audit & Risk Management Committee, and excessive non-audit fees are disclosed which exceed audit fees.
Dicker Data Ltd.	DDR	Australia	20/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	For	For	A qualified vote FOR this resolution is warranted. * The proposed amendments to the constitution do not appear contentious. * The changes in relation to use of virtual meeting technologies as described in the notice of meeting appear to permit 'hybrid' meetings only, which align with shareholder interests. The recommendation is qualified to highlight concern that the company has not made the constitution and amendments publicly available for inspection by shareholders. * Such failure represents a material concern for appropriate corporate governance. * Without this document, shareholders are unable to verify the specific wording that will be changed in the constitution and noting that any move to completely eliminate any physical attendance at a meeting (i.e. permitting 'virtual-only' meetings) may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders.
Dicker Data Ltd.	DDR	Australia	20/05/2022	Renew Partial Takeover Provision	Approve Renewal of Proportional Takeover Provision	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.

Dicker Data Ltd.	DDR	Australia	20/05/2022	Approve the Spill Resolution	Approve the Spill Resolution	Against	Against	A vote AGAINST this proposal is warranted. A board spill is not considered to be in the best interests of the company or shareholders at this present time given that: " The board has responded through a detailed explanation to address concerns expressed by shareholders which gave rise to the "first strike" against the remuneration report at the FY21 AGM. " The board introduced a minimum shareholding policy for executive and non-executive directors, although noting the Chairman and CEO, other Executive Directors and Non-Executive Directors have large shareholdings in the company; and " There continues to be reasonable alignment between executive pay under the profit share bonus structure with company performance and shareholder returns.
Deere & Company	DE	USA	23/02/2022	Elect Director	Elect Director Leanne G. Caret	For	For	A vote FOR the director nominees is warranted.
Deere & Company	DE	USA	23/02/2022	Elect Director	Elect Director Tamra A. Erwin	For	For	A vote FOR the director nominees is warranted.
Deere & Company	DE	USA	23/02/2022	Elect Director	Elect Director Alan C. Heuberger	For	For	A vote FOR the director nominees is warranted.
Deere & Company	DE	USA	23/02/2022	Elect Director	Elect Director Charles O. Holliday, Jr.	For	For	A vote FOR the director nominees is warranted.
Deere & Company	DE	USA	23/02/2022	Elect Director	Elect Director Michael O. Johanns	For	For	A vote FOR the director nominees is warranted.
Deere & Company	DE	USA	23/02/2022	Elect Director	Elect Director Clayton M. Jones	For	For	A vote FOR the director nominees is warranted.
Deere & Company	DE	USA	23/02/2022	Elect Director	Elect Director John C. May	For	For	A vote FOR the director nominees is warranted.
Deere & Company	DE	USA	23/02/2022	Elect Director	Elect Director Gregory R. Page	For	For	A vote FOR the director nominees is warranted.
Deere & Company	DE	USA	23/02/2022	Elect Director	Elect Director Sherry M. Smith	For	For	A vote FOR the director nominees is warranted.
Deere & Company	DE	USA	23/02/2022	Elect Director	Elect Director Dmitri L. Stockton	For	For	A vote FOR the director nominees is warranted.
Deere & Company	DE	USA	23/02/2022	Elect Director	Elect Director Sheila G. Talton	For	For	A vote FOR the director nominees is warranted.
Deere & Company	DE	USA	23/02/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. STI and LTI are primarily performance-based. LTI rely on multiyear performance periods, and pay and performance are reasonably aligned at this time.
Deere & Company	DE	USA	23/02/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Deere & Company	DE	USA	23/02/2022	Approve Non-Employee Director Restricted Stock Plan	Approve Non-Employee Director Restricted Stock Plan	For	For	A vote FOR this proposal is warranted given that: "The shareholder value transfer appears to be within a reasonable range." The plan does not allow for repricing of stock options without prior shareholder approval; and "The equity burn rate is reasonable.
Deere & Company	DE	USA	23/02/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Amend Governing Documents Regarding Requirements to Call for a Special Meeting	Against	Against	A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the one-year holding period is not especially problematic, is consistent with SEC requirements for filing shareholder proposals, and provides a reasonable safeguard against abuse of the right.
De Grey Mining Ltd	DEG	Australia	29/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST this resolution is warranted due to the following concerns: " Executive/Technical Director Andrew Beckwith and Company Secretary Craig Nelmes received significant increases to their respective fixed remuneration, and the company did not appear to disclose the rationale for the increase;" STI disclosure is inferior as the weightings, actual results, and some targets are undisclosed. In addition, executives received bonuses despite continued losses. However, the quantum is not problematic at this stage and considering good share price performance during FY21;" The LTIs granted may vest in less than three years from the date of grant, will fully vest upon a change in control, do not include a relative performance metric, and are not subject to a sliding vesting scale;" The STI measures are also utilised in the ZEP0s indicating that executives have the potential to be rewarded twice for the same objectives. Specifically, one third of the ZEP0s are evaluated annually in June against the STI scorecard. In addition, if the executive does not achieve the score of 65 percent or more on the STI scorecard, 50 percent of the ZEP0s under the applicable tranche will be cancelled, while the balance will vest solely subject to achieving the operating milestones. The award potentially allows for retesting in the event the original performance condition is not met;" Performance rights will vest based on share price appreciation targets and service condition only, which are not deemed acceptable against standards of corporate governance in Australia;" ZEP0s were also issued to directors with no vesting conditions, including Mr Beckwith, and vested in less than one month. The vesting period is not in line with local market standards and lack of any performance hurdles does not satisfy accepted standards of corporate governance in Australia; and" ZEP0s were also issued to non-executive directors, which is not considered acceptable under Australian investor guidelines.
De Grey Mining Ltd	DEG	Australia	29/11/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Placement Shares to Professional and Sophisticated Investors	For	For	A vote FOR this resolution is warranted because:" The dilutive impact of the placement and the discount involved are not excessive; and" The company provided a compelling rationale for the placement.
De Grey Mining Ltd	DEG	Australia	29/11/2021	Elect Director	Elect Peter Hood as Director	For	For	A vote FOR the re-election of independent non-executive director Peter Hood (Item 2) is warranted as no material issues have been identified regarding this director nominee.A vote AGAINST the re-election of Eduard Eshuys (Item 3) is warranted given the following concerns: " He is a non-independent non-executive director on a board that is not majority independent, and is the chair of the Remuneration and Nomination Committee (only 25-percent independent) and a member of the Audit and Risk Committee (only 25-percent independent), which are also not majority independent;" Shareholder representation on the board in respect of DGO Gold Ltd is regarded as disproportionate to its ownership interest in company shares;" He is considered to be overboarded; and" He is the Nomination Committee chair and there is a lack of gender diversity on the board.
De Grey Mining Ltd	DEG	Australia	29/11/2021	Elect Director	Elect Eduard Eshuys as Director	Against	Against	A vote FOR the re-election of independent non-executive director Peter Hood (Item 2) is warranted as no material issues have been identified regarding this director nominee.A vote AGAINST the re-election of Eduard Eshuys (Item 3) is warranted given the following concerns: " He is a non-independent non-executive director on a board that is not majority independent, and is the chair of the Remuneration and Nomination Committee (only 25-percent independent) and a member of the Audit and Risk Committee (only 25-percent independent), which are also not majority independent;" Shareholder representation on the board in respect of DGO Gold Ltd is regarded as disproportionate to its ownership interest in company shares;" He is considered to be overboarded; and" He is the Nomination Committee chair and there is a lack of gender diversity on the board.
De Grey Mining Ltd	DEG	Australia	29/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Against	Against	A vote AGAINST this resolution is warranted because of lack of compelling reasons to support the proposed increase. The company appears to have sufficient headroom to provide future flexibility to appoint and retain, and the proposed increase is considered excessive.Moreover, the company provides grant of incentive securities to non-executive directors. The practice of granting equity incentives to non-executive directors is not consistent with local market standards.
De Grey Mining Ltd	DEG	Australia	29/11/2021	Approve Share Plan Grant	Approve Issuance of Zero Exercise Price Options to Glenn Jardine	Against	Against	A vote AGAINST this resolution is warranted because the material terms of the proposed grants are not in line with local market standards given the several negative features attached to the award.
De Grey Mining Ltd	DEG	Australia	29/11/2021	Approve Omnibus Stock Plan	Approve Incentive Performance Rights and Option Plan	For	For	A qualified vote FOR this resolution is warranted given that the proposed plan establishes the broader framework for equity-incentives to a wider range of the company's employees.However, governance concerns exist for the fact that non-executive directors may participate in the plan. This aspect is inconsistent with shareholder expectations in this market that non-executive directors do not receive incentive-based pay. Nevertheless, any grant to directors would require shareholder approval.
De Grey Mining Ltd	DEG	Australia	29/11/2021	Approve Restricted Stock Plan	Approve Non-Executive Directors Share Plan	Against	Against	A vote AGAINST this resolution is warranted because granting equity awards to non-executive directors is not considered acceptable under Australian investor guidelines.
De Grey Mining Ltd	DEG	Australia	29/11/2021	Approve Restricted Stock Plan	Approve Employee Incentive Share Plan	For	For	A vote FOR this resolution is warranted given that the proposed plan establishes the broader framework for equity-incentives to a wider range of the company's employees. In addition, non-executive directors are not eligible to participate in the plan.
De Grey Mining Ltd	DEG	Australia	29/11/2021	Approve Share Plan Grant	Approve Issuance of Incentive Share Rights to Peter Hood	Against	Against	A vote AGAINST this resolution is warranted because local market standards do not support the grant of incentive equity awards to non-executive directors in light of ensuring independent judgment by non-executive directors and preventing any potential conflict of interest.
Discover Financial Services	DFS	USA	19/05/2022	Elect Director	Elect Director Jeffrey S. Aronin	For	For	A vote FOR the director nominees is warranted.
Discover Financial Services	DFS	USA	19/05/2022	Elect Director	Elect Director David L. Rawlinson, II	For	For	A vote FOR the director nominees is warranted.
Discover Financial Services	DFS	USA	19/05/2022	Elect Director	Elect Director Mark A. Thierer	For	For	A vote FOR the director nominees is warranted.
Discover Financial Services	DFS	USA	19/05/2022	Elect Director	Elect Director Jennifer L. Wong	For	For	A vote FOR the director nominees is warranted.
Discover Financial Services	DFS	USA	19/05/2022	Elect Director	Elect Director Mary K. Bush	For	For	A vote FOR the director nominees is warranted.
Discover Financial Services	DFS	USA	19/05/2022	Elect Director	Elect Director Gregory C. Case	For	For	A vote FOR the director nominees is warranted.
Discover Financial Services	DFS	USA	19/05/2022	Elect Director	Elect Director Candace H. Duncan	For	For	A vote FOR the director nominees is warranted.
Discover Financial Services	DFS	USA	19/05/2022	Elect Director	Elect Director Joseph F. Eazor	For	For	A vote FOR the director nominees is warranted.
Discover Financial Services	DFS	USA	19/05/2022	Elect Director	Elect Director Cynthia A. Glassman	For	For	A vote FOR the director nominees is warranted.
Discover Financial Services	DFS	USA	19/05/2022	Elect Director	Elect Director Roger C. Hochschild	For	For	A vote FOR the director nominees is warranted.
Discover Financial Services	DFS	USA	19/05/2022	Elect Director	Elect Director Thomas G. Maheras	For	For	A vote FOR the director nominees is warranted.
Discover Financial Services	DFS	USA	19/05/2022	Elect Director	Elect Director Michael H. Moskow	For	For	A vote FOR the director nominees is warranted.
Discover Financial Services	DFS	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, though some concerns are highlighted and warrant continued monitoring. In particular, shareholders would benefit from improved disclosure of the annual incentive payment decisions as they are largely determined by discretion. Nonetheless, pay outcomes were reasonably aligned with company performance for the year in review and the majority of equity awards were subject to multi-year performance goals.
Discover Financial Services	DFS	USA	19/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Dollar General Corporation	DG	USA	25/05/2022	Elect Director	Elect Director Warren F. Bryant	For	For	A vote FOR the director nominees is warranted.
Dollar General Corporation	DG	USA	25/05/2022	Elect Director	Elect Director Michael M. Cabert	For	For	A vote FOR the director nominees is warranted.
Dollar General Corporation	DG	USA	25/05/2022	Elect Director	Elect Director Patricia D. Flik-Krushel	For	For	A vote FOR the director nominees is warranted.
Dollar General Corporation	DG	USA	25/05/2022	Elect Director	Elect Director Timothy I. McGuire	For	For	A vote FOR the director nominees is warranted.
Dollar General Corporation	DG	USA	25/05/2022	Elect Director	Elect Director William C. Rhodes, III	For	For	A vote FOR the director nominees is warranted.
Dollar General Corporation	DG	USA	25/05/2022	Elect Director	Elect Director Debra A. Sandler	For	For	A vote FOR the director nominees is warranted.
Dollar General Corporation	DG	USA	25/05/2022	Elect Director	Elect Director Ralph E. Santana	For	For	A vote FOR the director nominees is warranted.
Dollar General Corporation	DG	USA	25/05/2022	Elect Director	Elect Director Todd J. Vasos	For	For	A vote FOR the director nominees is warranted.
Dollar General Corporation	DG	USA	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are entirely performance-based. In addition, long-term incentives are half performance-based, with half of those shares utilizing a multi-year performance period. However, the annual incentive target was set below the prior year's results, and half of the performance shares utilize a one-year performance period.
Dollar General Corporation	DG	USA	25/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Dollar General Corporation	DG	USA	25/05/2022	Political Contributions Disclosure	Report on Political Contributors and Expenditures	For	For	A vote FOR this resolution is warranted, as reporting on the company's political contributions and policies would benefit shareholders in assessing its management of related risks.

Diageo Plc	DGE	United Kingdom	30/09/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Diageo Plc	DGE	United Kingdom	30/09/2021	Elect Director	Re-elect Susan Kilsby as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Diageo Plc	DGE	United Kingdom	30/09/2021	Elect Director	Re-elect Lady Mendelsohn as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Diageo Plc	DGE	United Kingdom	30/09/2021	Elect Director	Re-elect Ivan Menezes as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Diageo Plc	DGE	United Kingdom	30/09/2021	Elect Director	Re-elect Alan Stewart as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Diageo Plc	DGE	United Kingdom	30/09/2021	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Diageo Plc	DGE	United Kingdom	30/09/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Diageo Plc	DGE	United Kingdom	30/09/2021	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Diageo Plc	DGE	United Kingdom	30/09/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Diageo Plc	DGE	United Kingdom	30/09/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Diageo Plc	DGE	United Kingdom	30/09/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Diageo Plc	DGE	United Kingdom	30/09/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Diageo Plc	DGE	United Kingdom	30/09/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Diageo Plc	DGE	United Kingdom	30/09/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Diageo Plc	DGE	United Kingdom	30/09/2021	Elect Director	Elect Lavanya Chandrashekar as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Diageo Plc	DGE	United Kingdom	30/09/2021	Elect Director	Elect Valerie Chapoulaud-Floquet as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Diageo Plc	DGE	United Kingdom	30/09/2021	Elect Director	Elect Sir John Manzoni as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Diageo Plc	DGE	United Kingdom	30/09/2021	Elect Director	Elect Ireena Vittal as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Diageo Plc	DGE	United Kingdom	30/09/2021	Elect Director	Re-elect Melissa Bethell as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Diageo Plc	DGE	United Kingdom	30/09/2021	Elect Director	Re-elect Javier Ferran as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Elect Director	Elect Director Tracey C. Doi	For	For	A vote FOR the director nominees is warranted.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Elect Director	Elect Director Vicky B. Gregg	For	For	A vote FOR the director nominees is warranted.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Elect Director	Elect Director Wright L. Lassiter, III	For	For	A vote FOR the director nominees is warranted.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Elect Director	Elect Director Timothy L. Main	For	For	A vote FOR the director nominees is warranted.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Elect Director	Elect Director Denise M. Morrison	For	For	A vote FOR the director nominees is warranted.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Elect Director	Elect Director Gary M. Pfeiffer	For	For	A vote FOR the director nominees is warranted.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Elect Director	Elect Director Timothy M. Ring	For	For	A vote FOR the director nominees is warranted.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Elect Director	Elect Director Stephen H. Rusckowski	For	For	A vote FOR the director nominees is warranted.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Elect Director	Elect Director Gail R. Wilensky	For	For	A vote FOR the director nominees is warranted.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay is conditioned on objective financial performance metrics and the company's COVID related changes to its incentive awards are clearly disclosed.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Provide Right to Act by Written Consent	Provide Right to Act by Written Consent	For	For	A vote FOR this proposal is warranted given that the ability to act by written consent would give shareholders an additional means to act on matters between annual meetings.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Amend Right to Call Special Meeting	Amend Right to Call Special Meeting	For	For	A vote FOR this proposal is warranted as the ability to call special meetings would enhance shareholder rights. Shareholder approval of this proposal would result in the immediate provision of the right to call special meetings with a 15-percent ownership threshold. A shareholder proposal on ballot (Item 6) requests the provision of the right with a 10-percent ownership threshold, which shareholders may view as a more reasonable threshold.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted. This shareholder proposal includes a 10 percent ownership threshold which shareholders may view as a more reasonable threshold than the 15 percent threshold proposed by management. This proposal would also represent an enhancement to shareholder rights, as shareholders do not currently have the right to call special meetings.
Domain Holdings Australia Ltd.	DHG	Australia	4/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted. There is no material misalignment between pay and performance and shareholder outcomes for the period under review. However, the following concerns are raised: "EBITDA appears as a performance measure in both the STI and LTI, indicating that executives have the potential to be rewarded twice for the same EBITDA objectives." Executives and directors which opted to receive rights at a low share price under Project Zipline, received a disproportionate benefit, when other larger ASX-listed entities accepted a voluntary reduction in fixed remuneration." The increased weighting in the STI towards undisclosed non-financial performance measures which appear to be "day job" duties of executives." Non-disclosure of the EBITDA CAGR target in the LTI.
Domain Holdings Australia Ltd.	DHG	Australia	4/11/2021	Elect Director	Elect Mike Sneesby as Director	For	For	A qualified vote FOR the non-independent shareholder representative, Michael (Mike) Sneesby, is warranted. He represents the majority shareholder, Nine Entertainment. However, corporate governance concerns are noted given that the board is not majority independent. A vote FOR Diana Eilert and Gregory (Greg) Ellis is warranted as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance.
Domain Holdings Australia Ltd.	DHG	Australia	4/11/2021	Elect Director	Elect Diana Eilert as Director	For	For	A qualified vote FOR the non-independent shareholder representative, Michael (Mike) Sneesby, is warranted. He represents the majority shareholder, Nine Entertainment. However, corporate governance concerns are noted given that the board is not majority independent. A vote FOR Diana Eilert and Gregory (Greg) Ellis is warranted as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance.
Domain Holdings Australia Ltd.	DHG	Australia	4/11/2021	Elect Director	Elect Greg Ellis as Director	For	For	A qualified vote FOR the non-independent shareholder representative, Michael (Mike) Sneesby, is warranted. He represents the majority shareholder, Nine Entertainment. However, corporate governance concerns are noted given that the board is not majority independent. A vote FOR Diana Eilert and Gregory (Greg) Ellis is warranted as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance.
Domain Holdings Australia Ltd.	DHG	Australia	4/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Jason Pellegrino	For	For	A vote FOR this resolution is warranted. The relative TSR and EBITDA CAGR performance measures and three-year performance period, are in line with Australian market practice and shareholder expectations. However, the non-disclosure of EBITDA CAGR hurdles raises corporate governance concerns and questions whether the grant is sufficiently tied to improved shareholder wealth outcomes in line with shareholder expectations. There is also disclosure of the board's discretion in the relative TSR hurdle to permit vesting if TSR is negative, which raises concerns for misalignment with shareholder outcomes in the absence of a positive TSR gateway.
D.R. Horton, Inc.	DHI	USA	26/01/2022	Elect Director	Elect Director Donald R. Horton	For	For	A vote FOR the director nominees is warranted.
D.R. Horton, Inc.	DHI	USA	26/01/2022	Elect Director	Elect Director Barbara K. Allen	For	For	A vote FOR the director nominees is warranted.
D.R. Horton, Inc.	DHI	USA	26/01/2022	Elect Director	Elect Director Brad S. Anderson	For	For	A vote FOR the director nominees is warranted.
D.R. Horton, Inc.	DHI	USA	26/01/2022	Elect Director	Elect Director Michael R. Buchanan	For	For	A vote FOR the director nominees is warranted.
D.R. Horton, Inc.	DHI	USA	26/01/2022	Elect Director	Elect Director Benjamin S. Carson, Sr.	For	For	A vote FOR the director nominees is warranted.
D.R. Horton, Inc.	DHI	USA	26/01/2022	Elect Director	Elect Director Michael W. Hewatt	For	For	A vote FOR the director nominees is warranted.
D.R. Horton, Inc.	DHI	USA	26/01/2022	Elect Director	Elect Director Maribess L. Miller	For	For	A vote FOR the director nominees is warranted.
D.R. Horton, Inc.	DHI	USA	26/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. Total pay for the CEO and chairman increased due to annual incentive payouts under a plan that does not provide for meaningful pay caps. As a result, the pay magnitude for Chairman Horton was almost four times that of the median pay to CEOs amongst the company's peers and continues to exceed that of the CEO.
D.R. Horton, Inc.	DHI	USA	26/01/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Danaher Corporation	DHR	USA	10/05/2022	Elect Director	Elect Director Rainer M. Blair	For	For	A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders, and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.
Danaher Corporation	DHR	USA	10/05/2022	Elect Director	Elect Director Linda Filler	For	For	A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders, and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.
Danaher Corporation	DHR	USA	10/05/2022	Elect Director	Elect Director Teri List	Against	Against	A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders, and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.
Danaher Corporation	DHR	USA	10/05/2022	Elect Director	Elect Director Walter G. Lohr, Jr.	Against	Against	A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders, and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.
Danaher Corporation	DHR	USA	10/05/2022	Elect Director	Elect Director Jessica L. Mega	For	For	A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders, and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.
Danaher Corporation	DHR	USA	10/05/2022	Elect Director	Elect Director Mitchell P. Rales	For	For	A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders, and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.
Danaher Corporation	DHR	USA	10/05/2022	Elect Director	Elect Director Steven M. Rales	For	For	A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders, and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.
Danaher Corporation	DHR	USA	10/05/2022	Elect Director	Elect Director Pardis C. Sabeti	For	For	A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders, and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.
Danaher Corporation	DHR	USA	10/05/2022	Elect Director	Elect Director A. Shane Sanders	Against	Against	A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders, and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.
Danaher Corporation	DHR	USA	10/05/2022	Elect Director	Elect Director John T. Schwieters	Against	Against	A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders, and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.
Danaher Corporation	DHR	USA	10/05/2022	Elect Director	Elect Director Alan G. Spoon	For	For	A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders, and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.

Danaher Corporation	DHR	USA	10/05/2022	Elect Director	Elect Director Raymond C. Stevens	For	For	A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders, and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.
Danaher Corporation	DHR	USA	10/05/2022	Elect Director	Elect Director Elias A. Zerhouni	For	For	A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders, and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.
Danaher Corporation	DHR	USA	10/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Danaher Corporation	DHR	USA	10/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily linked to pre-set financial metrics and half of long-term incentives are performance-conditioned.
Danaher Corporation	DHR	USA	10/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.
DiaSorin SpA	DIA	Italy	29/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	These items warrant a vote FOR because: * These are standard requests in Italy; * The payout ratio is acceptable.
DiaSorin SpA	DIA	Italy	29/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income	For	For	These items warrant a vote FOR because: * These are standard requests in Italy; * The payout ratio is acceptable.
DiaSorin SpA	DIA	Italy	29/04/2022	Approve Remuneration Policy	Approve Remuneration Policy	Against	Against	A vote AGAINST the remuneration policy is recommended due to a lack of disclosure on key features of the ongoing long-term incentive plan. As the plan is cash-based, shareholders are not called to approve it under a separate item. Missing retrospective information on lapsed LTIP does not mitigate concerns.
DiaSorin SpA	DIA	Italy	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Second Section of the Remuneration Report	Against	Against	Vote AGAINST considering the company derogation to the remuneration policy in 2021 has not been supported by sufficient disclosure.
DiaSorin SpA	DIA	Italy	29/04/2022	Change Size of Board of Directors	Fix Number of Directors	For	For	A vote FOR this item is warranted because the company has disclosed the proposed board size, and no concerns have been noticed.
DiaSorin SpA	DIA	Italy	29/04/2022	Company-Specific Board-Related	Fix Board Terms for Directors	For	For	This item warrants a vote FOR as it is routine and non-contentious.
DiaSorin SpA	DIA	Italy	29/04/2022	Elect Supervisory Board Members (Bundled)	State Submitted by IP Investimenti e Partecipazioni Srl	For	For	This item warrants a vote FOR because: * The name and details of the proposed candidates have been disclosed, and no concerns have been noticed.
DiaSorin SpA	DIA	Italy	29/04/2022	Company-Specific Board-Related	Approve Remuneration of Directors	For	For	This item warrants a vote FOR because the company has disclosed the proposed non-variable director remuneration, and no concerns have been noticed.
DiaSorin SpA	DIA	Italy	29/04/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Slate 1 Submitted by IP Investimenti e Partecipazioni Srl	Against	Against	This item warrants a vote AGAINST because: * Shareholders can support only one slate. * Slate 2 is likely to better represent the interests of global institutional investors and minority shareholders.
DiaSorin SpA	DIA	Italy	29/04/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Slate 2 Submitted by Institutional Investors (Assogestioni)	For	For	This item warrants a vote FOR because: * Shareholders can support only one slate. * This slate has been proposed by institutional investors, and these nominees could therefore be the best positioned to represent the interests of minority shareholders and carry out effective oversight on the management's behavior.
DiaSorin SpA	DIA	Italy	29/04/2022	Appoint Chairman of Internal Statutory Auditor(s) [and Approve His/Her Remuneration]	Appoint Chairman of Internal Statutory Auditors	For	For	This item warrants a vote FOR because with two slates presented the chair of the board of internal auditors will be the first candidate of the minority slate.
DiaSorin SpA	DIA	Italy	29/04/2022	Company-Specific Board-Related	Approve Internal Auditors' Remuneration	For	For	This item warrants a vote FOR because the company has disclosed the proposed remuneration, and no concerns have been noticed.
DiaSorin SpA	DIA	Italy	29/04/2022	Approve/Amend Executive Incentive Bonus Plan	Approve Long-Term Incentive Plan	Against	Against	A vote AGAINST this proposal is warranted because: * Individual limits are not clearly disclosed and total number of beneficiaries is not disclosed; * Performance conditions are only applied to a portion of the awards; * Performance targets are not disclosed.
DiaSorin SpA	DIA	Italy	29/04/2022	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For	This item warrants a vote FOR because: * The repurchase limit of up to 10 percent of issued share capital is respected. * The holding limit of up to 10 percent of share capital in treasury is respected.
DiaSorin SpA	DIA	Italy	29/04/2022	Deliberations on Possible Legal Action Against Directors/(Internal) Auditors	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	Against	This item warrants a vote AGAINST due to the lack of disclosure regarding the proposed deliberation.
DiDi Global Inc.	DIDI	Cayman Islands	23/05/2022	Approve Delisting of Shares from Stock Exchange	Approve Delisting of Shares from New York Stock Exchange	For	For	A vote FOR this proposal is warranted, as the voluntary delisting of ADSs from NYSE would allow the company to better cooperate with the cybersecurity review and notification measures.
Sartorius Stedim Biotech SA	DIM	France	29/03/2022	Approve Financial Statements, Allocation of Income, and Discharge Directors	Approve Financial Statements and Discharge Directors	For	For	Votes FOR these proposals are warranted, given the unqualified opinions and the lack of controversy.
Sartorius Stedim Biotech SA	DIM	France	29/03/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against	Against	This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.
Sartorius Stedim Biotech SA	DIM	France	29/03/2022	Elect Director	Reelect Joachim Kreuzburg as Director	Against	Against	* As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Joachim Kreuzburg (Item 11) is warranted.* A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 12).* Votes FOR the reelections of these non-independent nominees are warranted given the satisfactory level of board independence (37.5 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 13 to 15).
Sartorius Stedim Biotech SA	DIM	France	29/03/2022	Elect Director	Reelect Pascale Boissel as Director	For	For	* As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Joachim Kreuzburg (Item 11) is warranted.* A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 12).* Votes FOR the reelections of these non-independent nominees are warranted given the satisfactory level of board independence (37.5 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 13 to 15).
Sartorius Stedim Biotech SA	DIM	France	29/03/2022	Elect Director	Reelect Rene Faber as Director	For	For	* As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Joachim Kreuzburg (Item 11) is warranted.* A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 12).* Votes FOR the reelections of these non-independent nominees are warranted given the satisfactory level of board independence (37.5 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 13 to 15).
Sartorius Stedim Biotech SA	DIM	France	29/03/2022	Elect Director	Reelect Lothar Kappich as Director	For	For	* As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Joachim Kreuzburg (Item 11) is warranted.* A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 12).* Votes FOR the reelections of these non-independent nominees are warranted given the satisfactory level of board independence (37.5 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 13 to 15).
Sartorius Stedim Biotech SA	DIM	France	29/03/2022	Elect Director	Reelect Henri Riey as Director	For	For	* As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Joachim Kreuzburg (Item 11) is warranted.* A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 12).* Votes FOR the reelections of these non-independent nominees are warranted given the satisfactory level of board independence (37.5 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 13 to 15).
Sartorius Stedim Biotech SA	DIM	France	29/03/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Filing of Required Documents/Other Formalities	For	For	A vote FOR this routine item is warranted.
Sartorius Stedim Biotech SA	DIM	France	29/03/2022	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Against	Against	* Votes AGAINST Items 17 to 19 and 21 are warranted as the possibility of use during a takeover period is not excluded.* Votes AGAINST the authorizations under Items 18 to 20 are warranted because they do not respect the recommended 10 percent guidelines for issuances without preemptive rights.
Sartorius Stedim Biotech SA	DIM	France	29/03/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Against	Against	* Votes AGAINST Items 17 to 19 and 21 are warranted as the possibility of use during a takeover period is not excluded.* Votes AGAINST the authorizations under Items 18 to 20 are warranted because they do not respect the recommended 10 percent guidelines for issuances without preemptive rights.
Sartorius Stedim Biotech SA	DIM	France	29/03/2022	Approve Issuance of Shares for a Private Placement	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 6 Million	Against	Against	* Votes AGAINST Items 17 to 19 and 21 are warranted as the possibility of use during a takeover period is not excluded.* Votes AGAINST the authorizations under Items 18 to 20 are warranted because they do not respect the recommended 10 percent guidelines for issuances without preemptive rights.
Sartorius Stedim Biotech SA	DIM	France	29/03/2022	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated Financial Statements and Statutory Reports	For	For	Votes FOR these proposals are warranted, given the unqualified opinions and the lack of controversy.
Sartorius Stedim Biotech SA	DIM	France	29/03/2022	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 19	Against	Against	* Votes AGAINST Items 17 to 19 and 21 are warranted as the possibility of use during a takeover period is not excluded.* Votes AGAINST the authorizations under Items 18 to 20 are warranted because they do not respect the recommended 10 percent guidelines for issuances without preemptive rights.
Sartorius Stedim Biotech SA	DIM	France	29/03/2022	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against	Against	* Votes AGAINST Items 17 to 19 and 21 are warranted as the possibility of use during a takeover period is not excluded.* Votes AGAINST the authorizations under Items 18 to 20 are warranted because they do not respect the recommended 10 percent guidelines for issuances without preemptive rights.
Sartorius Stedim Biotech SA	DIM	France	29/03/2022	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Authorize Capitalization of Reserves of Up to EUR 6 Million for Bonus Issue or Increase in Par Value	For	For	A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.
Sartorius Stedim Biotech SA	DIM	France	29/03/2022	Approve Qualified Employee Stock Purchase Plan	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against	Against	A vote AGAINST is warranted as the proposed volume exceed recommended guideline.
Sartorius Stedim Biotech SA	DIM	France	29/03/2022	Approve Restricted Stock Plan	Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Against	Against	A vote AGAINST this resolution is warranted because:* The total aggregate volume would be in excess of recommended guidelines.* No information is available on the existence of performance conditions or performance period.* The vesting period is not sufficiently long-term oriented.
Sartorius Stedim Biotech SA	DIM	France	29/03/2022	Approve Reduction in Share Capital	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.
Sartorius Stedim Biotech SA	DIM	France	29/03/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Filing of Required Documents/Other Formalities	For	For	A vote FOR this routine item is warranted.
Sartorius Stedim Biotech SA	DIM	France	29/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 1.26 per Share	For	For	A vote FOR this income allocation proposal is warranted as it does not raise specific concerns in view of the increase of the dividend per share allocation, earning per share increase and payout ratio increase.
Sartorius Stedim Biotech SA	DIM	France	29/03/2022	Approve Special Auditors' Report Regarding Related-Party Transactions	Approve Auditors' Special Report on Related-Party Transactions	Against	Against	A vote AGAINST the approval of the proposed Auditors' special report on related party transactions is warranted as the rationale and price setting process for the recharge of the remunerations of the CEO Joachim Kreuzburg and Vice-CEO René Faber to Sartorius Stedim Biotech SA is unclear.Furthermore, until this year, the company maintained the transaction despite being rejected by shareholders at the last three consecutive general meetings.
Sartorius Stedim Biotech SA	DIM	France	29/03/2022	Approve Remuneration Policy	Approve Remuneration Policy of Directors: Approve Remuneration of Directors in the Aggregate Amount of EUR 331,800	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Sartorius Stedim Biotech SA	DIM	France	29/03/2022	Remuneration-Related	Approve Compensation Report of Corporate Officers	For	For	A vote FOR this remuneration report is warranted, although the following concerns are raised:* There is a partial lack of responsiveness following shareholders' dissent at the previous AGM while there has been serious concern regarding the poor practices of remuneration over the past FYs.* The amount used for the calculation of the CEO pay ratio is not relevant.The main reason for support is that the company improves some of its practices for FY22.

Sartorius Stedim Biotech SA	DIM	France	29/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Joachim Kreuzburg, Chairman and CEO	Against	Against	A vote AGAINST this remuneration report is warranted because:" Part of the remuneration at Sartorius level is invoiced to the company according to an undisclosed breakdown methodology making the amounts in the report very difficult to understand or assess." The company fails to disclose achievement levels for respectively short and long-term variable remuneration;" The Chairman and CEO received an exceptional payment amounting to EUR 23,000 and the company failed to provide a compelling rationale;
Sartorius Stedim Biotech SA	DIM	France	29/03/2022	Approve Remuneration Policy	Approve Remuneration Policy of Chairman and CEO	For	For	Despite the positive change of approach as to the determination of the remuneration policies of executives, the proposed remuneration policies raise several concerns: The bonus criterion disclosed can be freely modified by the board;" The company fails to disclose a binding cap for the bonus and LTIP;" The company does not specify a policy for exceptional payments;" Accelerated or full vesting of unvested awards in cases of departure cannot be excluded;" The remuneration granted is still paid by Sartorius AG then invoiced.As there are improvements of company's practices, a qualified vote FOR is warranted for the remuneration policy of the CEO (Item 8) despite major issues remaining. If the item was rejected, the company would revert to the previous an even more obscure policy;However, a vote AGAINST the Vice-CEO remuneration policy is warranted (Item 9) as this policy is submitted for the first time to shareholders' approval.
Sartorius Stedim Biotech SA	DIM	France	29/03/2022	Approve Remuneration Policy	Approve Remuneration Policy of Vice-CEO	Against	Against	Despite the positive change of approach as to the determination of the remuneration policies of executives, the proposed remuneration policies raise several concerns:" The bonus criterion disclosed can be freely modified by the board;" The company fails to disclose a binding cap for the bonus and LTIP;" The company does not specify a policy for exceptional payments;" Accelerated or full vesting of unvested awards in case of departure cannot be excluded;" The remuneration granted is still paid by Sartorius AG then invoiced.As there are improvements of company's practices, a qualified vote FOR is warranted for the remuneration policy of the CEO (Item 8) despite major issues remaining. If the item was rejected, the company would revert to the previous an even more obscure policy;However, a vote AGAINST the Vice-CEO remuneration policy is warranted (Item 9) as this policy is submitted for the first time to shareholders' approval.
The Walt Disney Company	DIS	USA	9/03/2022	Elect Director	Elect Director Susan E. Arnold	For	For	A vote FOR the director nominees is warranted.
The Walt Disney Company	DIS	USA	9/03/2022	Elect Director	Elect Director Mary T. Barra	For	For	A vote FOR the director nominees is warranted.
The Walt Disney Company	DIS	USA	9/03/2022	Elect Director	Elect Director Safra A. Catz	For	For	A vote FOR the director nominees is warranted.
The Walt Disney Company	DIS	USA	9/03/2022	Elect Director	Elect Director Amy L. Chang	For	For	A vote FOR the director nominees is warranted.
The Walt Disney Company	DIS	USA	9/03/2022	Elect Director	Elect Director Robert A. Chapek	For	For	A vote FOR the director nominees is warranted.
The Walt Disney Company	DIS	USA	9/03/2022	Elect Director	Elect Director Francis A. deSouza	For	For	A vote FOR the director nominees is warranted.
The Walt Disney Company	DIS	USA	9/03/2022	Elect Director	Elect Director Michael B.G. Froman	For	For	A vote FOR the director nominees is warranted.
The Walt Disney Company	DIS	USA	9/03/2022	Elect Director	Elect Director Maria Elena Lagomasino	For	For	A vote FOR the director nominees is warranted.
The Walt Disney Company	DIS	USA	9/03/2022	Elect Director	Elect Director Calvin R. McDonald	For	For	A vote FOR the director nominees is warranted.
The Walt Disney Company	DIS	USA	9/03/2022	Elect Director	Elect Director Mark G. Parker	For	For	A vote FOR the director nominees is warranted.
The Walt Disney Company	DIS	USA	9/03/2022	Elect Director	Elect Director Derica W. Rice	For	For	A vote FOR the director nominees is warranted.
The Walt Disney Company	DIS	USA	9/03/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
The Walt Disney Company	DIS	USA	9/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR the proposal is warranted, with caution. Meaningful improvements were made to address shareholders' concerns following last year's low say-on-pay vote, including the elimination of duplicate performance metrics in the STI and LTI programs in FY21 and an increased emphasis on performance-conditioned equity awards for NEOs in FY22. Additionally, highly paid Executive Chairman Iger retired at the end of FY21, alleviating concerns regarding duplicative high pay levels for the CEO and executive chairman roles. For the year in review, pay and performance were reasonably aligned, with CEO Chapek's pay levels generally set below his predecessor's compensation. Nevertheless, certain concerns are raised regarding goal-setting that warrant continued monitoring. In the annual incentive program, two financial targets were set well below actual performance in the prior year, without corresponding reductions to payout opportunities. In addition, improved disclosure would benefit shareholders, as a portion of long-term incentives also use undisclosed annual ROIC targets.
The Walt Disney Company	DIS	USA	9/03/2022	Political Lobbying Disclosure	Report on Lobbying Payments and Policy	For	For	A vote FOR this proposal is warranted, as additional disclosure of the company's indirect lobbying-related oversight mechanisms, along with its trade association payments, would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.
The Walt Disney Company	DIS	USA	9/03/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted, as lowering the threshold to call special meetings would enhance the rights of shareholders.
The Walt Disney Company	DIS	USA	9/03/2022	Human Rights Risk Assessment	Report on Human Rights Due Diligence	For	For	A vote FOR this proposal is warranted, as increased transparency on Disney's supply chain policies and processes could help alleviate growing risks related to manufacturing and operations in certain regions.
The Walt Disney Company	DIS	USA	9/03/2022	Gender Pay Gap	Report on Gender/Racial Pay Gap	For	For	A vote FOR this proposal is warranted, as shareholders could benefit from the median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.
The Walt Disney Company	DIS	USA	9/03/2022	Miscellaneous -- Environmental & Social Counterproposal	Report on Workplace Non-Discrimination Audit	Against	Against	A vote AGAINST this resolution is warranted, as the company provides sufficient information for shareholders to assess any reverse discrimination effect the company's training materials or procedures may be having.
Discovery, Inc.	DISCA	USA	11/03/2022	Amend Articles/Charter to Reflect Changes in Capital	Approve Reclassification of Discovery Capital stock Issued and Outstanding or Held by Discovery as Treasury Stock	For	For	A vote FOR this proposal is warranted as it facilitates the elimination of the existing multi-class capital structure and therefore would represent an improvement to shareholder rights.
Discovery, Inc.	DISCA	USA	11/03/2022	Increase Authorized Common Stock	Increase Authorized Common Stock	For	For	The size of the proposed increase in authorized common shares is above the allowable threshold, which may be concerning to some shareholders. However, approval of this proposal would facilitate the merger (Item 2) which would result in the elimination of the company's existing multi-class capital structure. Given the improvement in shareholder rights as a result of the elimination of the existing capital structure, a vote FOR this proposal is warranted with caution.
Discovery, Inc.	DISCA	USA	11/03/2022	Increase Authorized Preferred Stock	Increase Authorized Preferred Stock	Against	Against	A vote AGAINST this proposal is warranted. The proposed increase in authorized preferred shares is excessive and the board has not specifically stated that the shares of preferred stock will not be used for anti-takeover purposes.
Discovery, Inc.	DISCA	USA	11/03/2022	Declassify the Board of Directors	Declassify the Board of Directors	For	For	A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.
Discovery, Inc.	DISCA	USA	11/03/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Approve All Other Changes in Connection with the Charter Amendment	For	For	A vote FOR this proposal is warranted as, on balance, the proposed changes represent an improvement to shareholder rights.
Discovery, Inc.	DISCA	USA	11/03/2022	Approve Acquisition OR Issue Shares in Connection with Acquisition	Issue Shares in Connection with Merger	For	For	A vote FOR this proposal is warranted given the sound strategic rationale which will provide existing shareholders the ability to participate in the potential upside of a combined company with significant economies of scale. Additionally, the transaction will result in the elimination of the existing multi-class capital structure and thus materially improve shareholder rights.
Discovery, Inc.	DISCA	USA	11/03/2022	Advisory Vote on Golden Parachutes	Advisory Vote on Golden Parachutes	For	For	A vote FOR this proposal is warranted. Although a portion of the CEO's outstanding equity is subject to single trigger vesting, the remainder of the CEO's equity requires a qualifying termination. In addition, cash severance requires a qualifying termination, is reasonably based, and no excise gross-ups are payable. Further, the transaction will not constitute a change in control for purposes of the CEO's new employment agreement.
Discovery, Inc.	DISCA	USA	8/04/2022	Elect Director	Elect Director Paul A. Gould	Withhold	Withhold	WITHHOLD votes are warranted for Kenneth Lowe for serving as a non-independent member of two key board committees. WITHHOLD votes are warranted for Daniel Sanchez, Paul Gould and Kenneth Lowe given the company's persistent poor compensation practices. In addition to long-standing compensation concerns, the board recently entered into a new employment agreement with CEO Zaslav which contains a problematic severance arrangement and provides for approximately \$200 million in stock options, in addition to his annual compensation.
Discovery, Inc.	DISCA	USA	8/04/2022	Elect Director	Elect Director Kenneth W. Lowe	Withhold	Withhold	WITHHOLD votes are warranted for Kenneth Lowe for serving as a non-independent member of two key board committees. WITHHOLD votes are warranted for Daniel Sanchez, Paul Gould and Kenneth Lowe given the company's persistent poor compensation practices. In addition to long-standing compensation concerns, the board recently entered into a new employment agreement with CEO Zaslav which contains a problematic severance arrangement and provides for approximately \$200 million in stock options, in addition to his annual compensation.
Discovery, Inc.	DISCA	USA	8/04/2022	Elect Director	Elect Director Daniel E. Sanchez	Withhold	Withhold	WITHHOLD votes are warranted for Kenneth Lowe for serving as a non-independent member of two key board committees. WITHHOLD votes are warranted for Daniel Sanchez, Paul Gould and Kenneth Lowe given the company's persistent poor compensation practices. In addition to long-standing compensation concerns, the board recently entered into a new employment agreement with CEO Zaslav which contains a problematic severance arrangement and provides for approximately \$200 million in stock options, in addition to his annual compensation.
Discovery, Inc.	DISCA	USA	11/03/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Discovery, Inc.	DISCA	USA	11/03/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
DISH Network Corporation	DISH	USA	29/04/2022	Elect Director	Elect Director Kathleen Q. Abernathy	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee chair Kathleen Abernathy for lack of diversity on the board. WITHHOLD votes are warranted for non-independent director nominees Charles Ergen, W. Erik Carlson, James DeFranco and Cantey (Candy) Ergen for failing to establish a board on which a majority of the directors are independent directors. A vote FOR the remaining nominees is warranted.
DISH Network Corporation	DISH	USA	29/04/2022	Elect Director	Elect Director George R. Brokaw	For	For	WITHHOLD votes are warranted for incumbent nominating committee chair Kathleen Abernathy for lack of diversity on the board. WITHHOLD votes are warranted for non-independent director nominees Charles Ergen, W. Erik Carlson, James DeFranco and Cantey (Candy) Ergen for failing to establish a board on which a majority of the directors are independent directors. A vote FOR the remaining nominees is warranted.
DISH Network Corporation	DISH	USA	29/04/2022	Elect Director	Elect Director W. Erik Carlson	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee chair Kathleen Abernathy for lack of diversity on the board. WITHHOLD votes are warranted for non-independent director nominees Charles Ergen, W. Erik Carlson, James DeFranco and Cantey (Candy) Ergen for failing to establish a board on which a majority of the directors are independent directors. A vote FOR the remaining nominees is warranted.
DISH Network Corporation	DISH	USA	29/04/2022	Elect Director	Elect Director James DeFranco	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee chair Kathleen Abernathy for lack of diversity on the board. WITHHOLD votes are warranted for non-independent director nominees Charles Ergen, W. Erik Carlson, James DeFranco and Cantey (Candy) Ergen for failing to establish a board on which a majority of the directors are independent directors. A vote FOR the remaining nominees is warranted.
DISH Network Corporation	DISH	USA	29/04/2022	Elect Director	Elect Director Cantey M. Ergen	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee chair Kathleen Abernathy for lack of diversity on the board. WITHHOLD votes are warranted for non-independent director nominees Charles Ergen, W. Erik Carlson, James DeFranco and Cantey (Candy) Ergen for failing to establish a board on which a majority of the directors are independent directors. A vote FOR the remaining nominees is warranted.
DISH Network Corporation	DISH	USA	29/04/2022	Elect Director	Elect Director Charles W. Ergen	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee chair Kathleen Abernathy for lack of diversity on the board. WITHHOLD votes are warranted for non-independent director nominees Charles Ergen, W. Erik Carlson, James DeFranco and Cantey (Candy) Ergen for failing to establish a board on which a majority of the directors are independent directors. A vote FOR the remaining nominees is warranted.
DISH Network Corporation	DISH	USA	29/04/2022	Elect Director	Elect Director Tom A. Ortol	For	For	WITHHOLD votes are warranted for incumbent nominating committee chair Kathleen Abernathy for lack of diversity on the board. WITHHOLD votes are warranted for non-independent director nominees Charles Ergen, W. Erik Carlson, James DeFranco and Cantey (Candy) Ergen for failing to establish a board on which a majority of the directors are independent directors. A vote FOR the remaining nominees is warranted.
DISH Network Corporation	DISH	USA	29/04/2022	Elect Director	Elect Director Joseph T. Proietti	For	For	WITHHOLD votes are warranted for incumbent nominating committee chair Kathleen Abernathy for lack of diversity on the board. WITHHOLD votes are warranted for non-independent director nominees Charles Ergen, W. Erik Carlson, James DeFranco and Cantey (Candy) Ergen for failing to establish a board on which a majority of the directors are independent directors. A vote FOR the remaining nominees is warranted.

DISH Network Corporation	DISH	USA	29/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
DISH Network Corporation	DISH	USA	29/04/2022	Political Contributions Disclosure	Report on Political Contributions	For	For	A vote FOR this resolution is warranted, as reporting on the company's political contributions and policies would benefit shareholders in assessing its management of related risks.
Digital Realty Trust, Inc.	DLR	USA	3/06/2022	Elect Director	Elect Director Laurence A. Chapman	Against	Against	A vote FOR director nominee Kevin J. Kennedy is warranted.
Digital Realty Trust, Inc.	DLR	USA	3/06/2022	Elect Director	Elect Director Alexis Black Bjorlin	For	For	A vote FOR director nominee Kevin J. Kennedy is warranted.
Digital Realty Trust, Inc.	DLR	USA	3/06/2022	Elect Director	Elect Director Veralinn "Dash" Jamieson	Against	Against	A vote FOR director nominee Kevin J. Kennedy is warranted.
Digital Realty Trust, Inc.	DLR	USA	3/06/2022	Elect Director	Elect Director Kevin J. Kennedy	For	For	A vote FOR director nominee Kevin J. Kennedy is warranted.
Digital Realty Trust, Inc.	DLR	USA	3/06/2022	Elect Director	Elect Director William G. LaPerch	Against	Against	A vote FOR director nominee Kevin J. Kennedy is warranted.
Digital Realty Trust, Inc.	DLR	USA	3/06/2022	Elect Director	Elect Director Jean F.H.P. Mandeville	For	For	A vote FOR director nominee Kevin J. Kennedy is warranted.
Digital Realty Trust, Inc.	DLR	USA	3/06/2022	Elect Director	Elect Director Alshin Motabbi	For	For	A vote FOR director nominee Kevin J. Kennedy is warranted.
Digital Realty Trust, Inc.	DLR	USA	3/06/2022	Elect Director	Elect Director Mark R. Patterson	Against	Against	A vote FOR director nominee Kevin J. Kennedy is warranted.
Digital Realty Trust, Inc.	DLR	USA	3/06/2022	Elect Director	Elect Director Mary Hogan Preusse	Against	Against	A vote FOR director nominee Kevin J. Kennedy is warranted.
Digital Realty Trust, Inc.	DLR	USA	3/06/2022	Elect Director	Elect Director Dennis E. Singleton	For	For	A vote FOR director nominee Kevin J. Kennedy is warranted.
Digital Realty Trust, Inc.	DLR	USA	3/06/2022	Elect Director	Elect Director A. William Stein	For	For	A vote FOR director nominee Kevin J. Kennedy is warranted.
Digital Realty Trust, Inc.	DLR	USA	3/06/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Digital Realty Trust, Inc.	DLR	USA	3/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review, annual incentives were primarily based on pre-set objective targets and a majority of the long-term incentives are performance contingent.
Digital Realty Trust, Inc.	DLR	USA	3/06/2022	Labor Issues - Discrimination and Miscellaneous	Report on Risks Associated with Use of Concealment Clauses	For	For	A vote FOR this proposal is warranted because more information on the impact that the company's use of concealment clauses has on its employees may bring information to light that could result in improved employee recruitment, development and retention.
Dollar Tree, Inc.	DLTR	USA	30/06/2022	Elect Director	Elect Director Thomas W. Dickson	For	For	A vote FOR the director nominees is warranted.
Dollar Tree, Inc.	DLTR	USA	30/06/2022	Elect Director	Elect Director Richard W. Drelling	For	For	A vote FOR the director nominees is warranted.
Dollar Tree, Inc.	DLTR	USA	30/06/2022	Elect Director	Elect Director Cheryl W. Grise	For	For	A vote FOR the director nominees is warranted.
Dollar Tree, Inc.	DLTR	USA	30/06/2022	Elect Director	Elect Director Daniel J. Heinrich	For	For	A vote FOR the director nominees is warranted.
Dollar Tree, Inc.	DLTR	USA	30/06/2022	Elect Director	Elect Director Paul C. Hial	For	For	A vote FOR the director nominees is warranted.
Dollar Tree, Inc.	DLTR	USA	30/06/2022	Elect Director	Elect Director Edward J. Kelly, III	For	For	A vote FOR the director nominees is warranted.
Dollar Tree, Inc.	DLTR	USA	30/06/2022	Elect Director	Elect Director Mary A. Laschinger	For	For	A vote FOR the director nominees is warranted.
Dollar Tree, Inc.	DLTR	USA	30/06/2022	Elect Director	Elect Director Jeffrey G. Naylor	For	For	A vote FOR the director nominees is warranted.
Dollar Tree, Inc.	DLTR	USA	30/06/2022	Elect Director	Elect Director Winnie Y. Park	For	For	A vote FOR the director nominees is warranted.
Dollar Tree, Inc.	DLTR	USA	30/06/2022	Elect Director	Elect Director Bertram L. Scott	For	For	A vote FOR the director nominees is warranted.
Dollar Tree, Inc.	DLTR	USA	30/06/2022	Elect Director	Elect Director Stephanie P. Stahl	For	For	A vote FOR the director nominees is warranted.
Dollar Tree, Inc.	DLTR	USA	30/06/2022	Elect Director	Elect Director Michael A. Witynski	For	For	A vote FOR the director nominees is warranted.
Dollar Tree, Inc.	DLTR	USA	30/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Annual and long-term incentives are both entirely based on pre-set financial metrics.
Dollar Tree, Inc.	DLTR	USA	30/06/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Dollar Tree, Inc.	DLTR	USA	30/06/2022	Provide Right to Call Special Meeting	Provide Right to Call Special Meeting	For	For	A vote FOR this proposal is warranted. As the company does not currently provide shareholders with the ability to call special meetings, this would represent an enhancement to shareholders' rights.
Dollar Tree, Inc.	DLTR	USA	30/06/2022	GHG Emissions	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For	For	A vote FOR this proposal is warranted, as additional information on the company's efforts to align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.
Domino's Pizza Enterprises Limited	DMP	Australia	3/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted. No material misalignment between pay, performance and shareholder outcomes has been identified for the period under review.* Fixed remuneration increases were restrained.* STI bonuses were significant and at near maximum level, which is aligned with improved financial results, and* There was no LTI vesting in FY21 given that the three-year EPS growth targets were not met, confirming the board's rigor in setting its targets. Concerns are again noted for the poor disclosure of STI targets and the lack of minimum shareholding requirements for executives and directors although the CEO and chairman have large ownership interests.
Domino's Pizza Enterprises Limited	DMP	Australia	3/11/2021	Elect Director	Elect Tony Peake as Director	For	For	A vote FOR all nominees is warranted as no material governance issues have been identified.
Domino's Pizza Enterprises Limited	DMP	Australia	3/11/2021	Elect Director	Elect Lynda O'Grady as Director	For	For	A vote FOR all nominees is warranted as no material governance issues have been identified.
Domino's Pizza Enterprises Limited	DMP	Australia	3/11/2021	Approve Share Plan Grant	Approve Grant of Short Term Incentive Options to Don Meij	For	For	A qualified vote FOR the grant of STI options is warranted.* Deferral of the entire FY22 STI award into equity enhances alignment between executive and shareholder interests; however, the increased quantum of the award is considered excessive and the extent to which the award will be paid is dependent on the Board's assessment of FY22 performance.* There is no disclosure of FY22 target measures which would allow shareholders an ability to assess if they will be at sufficiently challenging levels. A qualified vote FOR the grant of LTI net-settled options to the CEO is warranted.* The EPS growth targets have increased from the FY21 grant to reflect recent improved performance. The options that vest will be net-settled, which means that only the value above the face value exercise price is provided to participants in the form of shares.* Concerns are noted for the significantly higher value of the proposed grant.
Domino's Pizza Enterprises Limited	DMP	Australia	3/11/2021	Approve Stock Option Plan Grants	Approve Grant of Long Term Incentive Options to Don Meij	For	For	A qualified vote FOR the grant of STI options is warranted.* Deferral of the entire FY22 STI award into equity enhances alignment between executive and shareholder interests; however, the increased quantum of the award is considered excessive and the extent to which the award will be paid is dependent on the Board's assessment of FY22 performance.* There is no disclosure of FY22 target measures which would allow shareholders an ability to assess if they will be at sufficiently challenging levels. A qualified vote FOR the grant of LTI net-settled options to the CEO is warranted.* The EPS growth targets have increased from the FY21 grant to reflect recent improved performance. The options that vest will be net-settled, which means that only the value above the face value exercise price is provided to participants in the form of shares.* Concerns are noted for the significantly higher value of the proposed grant.
Domino's Pizza Enterprises Limited	DMP	Australia	3/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A qualified vote FOR the proposed increase in the maximum aggregate amount of directors' fees is warranted on the basis that* Chairman and NED fees are not excessive compared to the median of peers, and* Recent announcements by the company suggest that significant growth is planning and there may be a need to increase the number of directors. However, concerns are that a compelling case has not been well presented to shareholders in support of the increase, given there appears to be sufficient headroom (currently approximately \$320,000) to appoint two additional directors where current NED fees appear to be \$140,000 per annum.
DNB Bank ASA	DNB	Norway	26/04/2022	Elect Chairman of Meeting	Open Meeting; Elect Chairman of Meeting	For	For	These are routine meeting formalities.
DNB Bank ASA	DNB	Norway	26/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Approve Remuneration of Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
DNB Bank ASA	DNB	Norway	26/04/2022	Elect Directors (Bundled)	Reelect Olaug Svarva (Chair), Kim Wahl and Julie Galbo as Directors	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its instructions.
DNB Bank ASA	DNB	Norway	26/04/2022	Elect Member of Nominating Committee	Elect Camilla Grieg (Chair), Ingebreit G. Hisdal, Jan Tore Fosund and Andre Stoylen as Members of Nominating Committee	For	For	A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee or the instructions proposed.
DNB Bank ASA	DNB	Norway	26/04/2022	Elect Member of Nominating Committee	Approve Nomination Committee Procedures	For	For	A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee or the instructions proposed.
DNB Bank ASA	DNB	Norway	26/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors and Members of Nominating Committee	For	For	A vote FOR this remuneration proposal is warranted because of the fees are deemed reasonable in comparison to other Nordic financial institutions. However, the fees are significantly higher than fees observed among Norwegian peers, and therefore the vote is qualified.
DNB Bank ASA	DNB	Norway	26/04/2022	Approve Minutes of Previous Meeting	Approve Notice of Meeting and Agenda	For	For	These are routine meeting formalities.
DNB Bank ASA	DNB	Norway	26/04/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or Vote Tabulation	Designate Inspector(s) of Minutes of Meeting	For	For	These are routine meeting formalities.
DNB Bank ASA	DNB	Norway	26/04/2022	Approve Financial Statements, Allocation of Income, and Discharge Directors	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 9.75 Per Share	For	For	A vote FOR this proposal is warranted due to a lack of concern regarding the financial statements and proposed allocation of income.
DNB Bank ASA	DNB	Norway	26/04/2022	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	For	For	A vote FOR this proposal to repurchase and reissue company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.
DNB Bank ASA	DNB	Norway	26/04/2022	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For	A vote FOR this proposal to repurchase and/or establish an agreed pledge in the company's own shares is warranted as the proposal implies an acceptable holding limit.
DNB Bank ASA	DNB	Norway	26/04/2022	Approve Loan Agreement	Authorize Board to Raise Subordinated Loan	For	For	A vote FOR these items is warranted as the loan agreement will not cause any dilution for shareholders.
DNB Bank ASA	DNB	Norway	26/04/2022	Amend Articles/Charter to Reflect Changes in Capital	Amend Articles to Authorize Board to Raise Subordinated Loans and Other External Debt Financing	For	For	A vote FOR these items is warranted as the loan agreement will not cause any dilution for shareholders.
DNB Bank ASA	DNB	Norway	26/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Statement	For	For	A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice.
DNB Bank ASA	DNB	Norway	26/04/2022	Approve Remuneration Policy	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For	A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene good European executive remuneration practice.
DNB Bank ASA	DNB	Norway	26/04/2022	Discuss/Approve Company's Corporate Governance Structure/Statement	Approve Company's Corporate Governance Statement	For	For	A vote FOR this item is warranted, as it concerns the presentation of a routine report.
DocuSign, Inc.	DOCU	USA	3/06/2022	Elect Director	Elect Director Teresa Briggs	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Daniel (Dan) Springer, Teresa Briggs, and Blake Irving given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.
DocuSign, Inc.	DOCU	USA	3/06/2022	Elect Director	Elect Director Blake J. Irving	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Daniel (Dan) Springer, Teresa Briggs, and Blake Irving given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.
DocuSign, Inc.	DOCU	USA	3/06/2022	Elect Director	Elect Director Daniel D. Springer	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Daniel (Dan) Springer, Teresa Briggs, and Blake Irving given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.
DocuSign, Inc.	DOCU	USA	3/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.

DocuSign, Inc.	DOCU	USA	3/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are entirely based on financial metrics and the CEO's long-term incentives are half-comprised of performance-based awards that utilize a multi-year performance period. However, shareholders should continue to monitor pay outcomes in light of semi-annual performance periods utilized in the annual incentive plan.
Dover Corporation	DOV	USA	6/05/2022	Elect Director	Elect Director Deborah L. DeHaas	For	For	A vote FOR the director nominees is warranted.
Dover Corporation	DOV	USA	6/05/2022	Elect Director	Elect Director H. John Gilbertson, Jr.	For	For	A vote FOR the director nominees is warranted.
Dover Corporation	DOV	USA	6/05/2022	Elect Director	Elect Director Kristiane C. Graham	For	For	A vote FOR the director nominees is warranted.
Dover Corporation	DOV	USA	6/05/2022	Elect Director	Elect Director Michael F. Johnston	For	For	A vote FOR the director nominees is warranted.
Dover Corporation	DOV	USA	6/05/2022	Elect Director	Elect Director Eric A. Spiegel	For	For	A vote FOR the director nominees is warranted.
Dover Corporation	DOV	USA	6/05/2022	Elect Director	Elect Director Richard J. Tobin	For	For	A vote FOR the director nominees is warranted.
Dover Corporation	DOV	USA	6/05/2022	Elect Director	Elect Director Stephen M. Todd	For	For	A vote FOR the director nominees is warranted.
Dover Corporation	DOV	USA	6/05/2022	Elect Director	Elect Director Stephen K. Wagner	For	For	A vote FOR the director nominees is warranted.
Dover Corporation	DOV	USA	6/05/2022	Elect Director	Elect Director Keith E. Wandell	For	For	A vote FOR the director nominees is warranted.
Dover Corporation	DOV	USA	6/05/2022	Elect Director	Elect Director Mary A. Winston	For	For	A vote FOR the director nominees is warranted.
Dover Corporation	DOV	USA	6/05/2022	Ratify PricewaterhouseCoopers LLP as Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Dover Corporation	DOV	USA	6/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.
Dover Corporation	DOV	USA	6/05/2022	Provide Right to Act by Written Consent	Provide Right to Act by Written Consent	For	For	A vote FOR this proposal is warranted given that the ability to act by written consent would improve shareholder rights.
Downer EDI Limited	DOW	Australia	4/11/2021	Elect Director	Elect Mark Chellev as Director	For	For	A vote FOR the election/re-election of independent non-executive directors Mark Chellev (Item 2A) and Philip Garing (Item 2B) and Nicole Hollows (Item 2C) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
Downer EDI Limited	DOW	Australia	4/11/2021	Elect Director	Elect Philip Garing as Director	For	For	A vote FOR the election/re-election of independent non-executive directors Mark Chellev (Item 2A) and Philip Garing (Item 2B) and Nicole Hollows (Item 2C) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
Downer EDI Limited	DOW	Australia	4/11/2021	Elect Director	Elect Nicole Hollows as Director	For	For	A vote FOR the election/re-election of independent non-executive directors Mark Chellev (Item 2A) and Philip Garing (Item 2B) and Nicole Hollows (Item 2C) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
Downer EDI Limited	DOW	Australia	4/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted given that the structure of remuneration policies and practices are reasonable and consistent with shareholders' expectations. Whilst remuneration outcomes are on the high side, bonuses have followed the trajectory of the company's financial performance in FY21. The company increased the base year earnings in setting the EPS component of LTI plan which represents a good governance. In addition, the Sustainability Advisory Services quantitative pay for performance analysis indicates a low level of concern for shareholders. The qualification is to highlight that the CEO's fixed remuneration and STI bonuses are higher than that of industry and index peers; the apparent lack of discretion to reduce STI bonuses in light of COVID-19-related support received from the New Zealand government; and the continued lack of disclosure of the quantifiable targets in terms of the STI financial hurdles.
Downer EDI Limited	DOW	Australia	4/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Grant Fenn	For	For	A vote FOR this resolution is warranted because the scheme is well structured, performance hurdles appear sufficiently stretching and the performance period is at the minimum accepted in the local market of three years.
Dow Inc.	DOW	USA	14/04/2022	Elect Director	Elect Director Samuel R. Allen	For	For	A vote FOR the director nominees is warranted.
Dow Inc.	DOW	USA	14/04/2022	Elect Director	Elect Director Gaurdie Banister, Jr.	For	For	A vote FOR the director nominees is warranted.
Dow Inc.	DOW	USA	14/04/2022	Elect Director	Elect Director Wesley G. Bush	For	For	A vote FOR the director nominees is warranted.
Dow Inc.	DOW	USA	14/04/2022	Elect Director	Elect Director Richard K. Davis	For	For	A vote FOR the director nominees is warranted.
Dow Inc.	DOW	USA	14/04/2022	Elect Director	Elect Director Jerri DeVard	For	For	A vote FOR the director nominees is warranted.
Dow Inc.	DOW	USA	14/04/2022	Elect Director	Elect Director Debra L. Dial	For	For	A vote FOR the director nominees is warranted.
Dow Inc.	DOW	USA	14/04/2022	Elect Director	Elect Director Jeff M. Fettig	For	For	A vote FOR the director nominees is warranted.
Dow Inc.	DOW	USA	14/04/2022	Elect Director	Elect Director Jim Filtering	For	For	A vote FOR the director nominees is warranted.
Dow Inc.	DOW	USA	14/04/2022	Elect Director	Elect Director Jacqueline C. Hinman	For	For	A vote FOR the director nominees is warranted.
Dow Inc.	DOW	USA	14/04/2022	Elect Director	Elect Director Luis Alberto Moreno	For	For	A vote FOR the director nominees is warranted.
Dow Inc.	DOW	USA	14/04/2022	Elect Director	Elect Director Jill S. Wyant	For	For	A vote FOR the director nominees is warranted.
Dow Inc.	DOW	USA	14/04/2022	Elect Director	Elect Director Daniel W. Yohannes	For	For	A vote FOR the director nominees is warranted.
Dow Inc.	DOW	USA	14/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Short- and long-term incentive programs are substantially tied to pre-set, objective measures with clearly disclosed goals. Although certain incentive program targets were set below prior performance cycles without rationale, short-term incentive payouts were supported by strong financial performance in FY21 and long-term incentives have clearly disclosed forward-looking targets, which is a positive feature.
Dow Inc.	DOW	USA	14/04/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Dow Inc.	DOW	USA	14/04/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
Domino's Pizza, Inc.	DPZ	USA	26/04/2022	Elect Director	Elect Director David A. Brandon	For	For	A vote FOR the director nominees is warranted.
Domino's Pizza, Inc.	DPZ	USA	26/04/2022	Elect Director	Elect Director C. Andrew Ballard	For	For	A vote FOR the director nominees is warranted.
Domino's Pizza, Inc.	DPZ	USA	26/04/2022	Elect Director	Elect Director Andrew B. Balsori	For	For	A vote FOR the director nominees is warranted.
Domino's Pizza, Inc.	DPZ	USA	26/04/2022	Elect Director	Elect Director Corie S. Barry	For	For	A vote FOR the director nominees is warranted.
Domino's Pizza, Inc.	DPZ	USA	26/04/2022	Elect Director	Elect Director Diana F. Cantor	For	For	A vote FOR the director nominees is warranted.
Domino's Pizza, Inc.	DPZ	USA	26/04/2022	Elect Director	Elect Director Richard L. Federico	For	For	A vote FOR the director nominees is warranted.
Domino's Pizza, Inc.	DPZ	USA	26/04/2022	Elect Director	Elect Director James A. Goldman	For	For	A vote FOR the director nominees is warranted.
Domino's Pizza, Inc.	DPZ	USA	26/04/2022	Elect Director	Elect Director Patricia E. Lopez	For	For	A vote FOR the director nominees is warranted.
Domino's Pizza, Inc.	DPZ	USA	26/04/2022	Elect Director	Elect Director Russell J. Weiner	For	For	A vote FOR the director nominees is warranted.
Domino's Pizza, Inc.	DPZ	USA	26/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Domino's Pizza, Inc.	DPZ	USA	26/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives are based entirely on an objective financial metric and performance shares are now measured over a three-year performance period.
Duke Realty Corporation	DRE	USA	14/04/2022	Elect Director	Elect Director John P. Case	For	For	A vote FOR the director nominees is warranted.
Duke Realty Corporation	DRE	USA	14/04/2022	Elect Director	Elect Director James B. Connor	For	For	A vote FOR the director nominees is warranted.
Duke Realty Corporation	DRE	USA	14/04/2022	Elect Director	Elect Director Tamara D. Fischer	For	For	A vote FOR the director nominees is warranted.
Duke Realty Corporation	DRE	USA	14/04/2022	Elect Director	Elect Director Norman K. Jenkins	For	For	A vote FOR the director nominees is warranted.
Duke Realty Corporation	DRE	USA	14/04/2022	Elect Director	Elect Director Kelly T. Killingsworth	For	For	A vote FOR the director nominees is warranted.
Duke Realty Corporation	DRE	USA	14/04/2022	Elect Director	Elect Director Melanie R. Sabelhaus	For	For	A vote FOR the director nominees is warranted.
Duke Realty Corporation	DRE	USA	14/04/2022	Elect Director	Elect Director Peter M. Scott, III	For	For	A vote FOR the director nominees is warranted.
Duke Realty Corporation	DRE	USA	14/04/2022	Elect Director	Elect Director David P. Stockert	For	For	A vote FOR the director nominees is warranted.
Duke Realty Corporation	DRE	USA	14/04/2022	Elect Director	Elect Director Chris T. Sultemeier	For	For	A vote FOR the director nominees is warranted.
Duke Realty Corporation	DRE	USA	14/04/2022	Elect Director	Elect Director Warren M. Thompson	For	For	A vote FOR the director nominees is warranted.
Duke Realty Corporation	DRE	USA	14/04/2022	Elect Director	Elect Director Lynn C. Thurber	For	For	A vote FOR the director nominees is warranted.
Duke Realty Corporation	DRE	USA	14/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Although a concern is noted with respect to goal rigor under the LTI program, short- and long-term incentive programs are predominantly tied to pre-set quantitative measures and payouts are aligned with the company's strong performance.
Duke Realty Corporation	DRE	USA	14/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Deterra Royalties Ltd.	DRR	Australia	20/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted. No material misalignment has been identified in pay and performance for the period under review. Executive fixed pay and director fees are reasonable, and the first tranche of the one-off initial equity grant did not vest.
Deterra Royalties Ltd.	DRR	Australia	20/10/2021	Elect Director	Elect Jennifer Seabrook as Director	For	For	A qualified vote FOR the elections of Jennifer (Jenny) Seabrook and Adele Stratton is warranted. However, concerns are noted for the independence structure of the board.* Jennifer (Jenny) Seabrook is classified as non-independent based on her combined excessive tenure on the boards of Deterra and Iluka (which previously held the interest in the assets of Deterra).* Adele Stratton is the sole representative of Iluka, a substantial shareholder owning 20 percent of the company's shares.
Deterra Royalties Ltd.	DRR	Australia	20/10/2021	Elect Director	Elect Adele Stratton as Director	For	For	A qualified vote FOR the elections of Jennifer (Jenny) Seabrook and Adele Stratton is warranted. However, concerns are noted for the independence structure of the board.* Jennifer (Jenny) Seabrook is classified as non-independent based on her combined excessive tenure on the boards of Deterra and Iluka (which previously held the interest in the assets of Deterra).* Adele Stratton is the sole representative of Iluka, a substantial shareholder owning 20 percent of the company's shares.
Deterra Royalties Ltd.	DRR	Australia	20/10/2021	Approve Share Plan Grant	Approve Grant of STI Rights and LTI Rights to Julian Andrews	For	For	A vote FOR this resolution is warranted. The structure of the grant of STI rights and LTI rights is consistent with market practice and shareholder interests and expectations.* Quantum is not excessive relative to peers.* The deferral of a portion of STI into equity strengthens alignment with shareholder interests.* The performance period and performance measure for the LTI rights are consistent with good governance for LTIs and shareholder outcomes.
Deterra Royalties Ltd.	DRR	Australia	20/10/2021	Ratify Auditors	Appoint PricewaterhouseCoopers as Auditor of the Company	For	For	A vote FOR this proposal is warranted because this is a routine item and no significant concerns have been identified.
Damstra Holdings Ltd.	DTC	Australia	26/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the adoption of the remuneration report is warranted because the company's existing EIP which is essentially a combined STI and LTI, has the potential to create a misalignment of bonuses to executives compared with the company's financial results and shareholder outcomes.
Damstra Holdings Ltd.	DTC	Australia	26/11/2021	Approve/Amend Executive/Director Loans	Approve Financial Assistance	For	For	A vote FOR this resolution is warranted.
Damstra Holdings Ltd.	DTC	Australia	26/11/2021	Elect Director	Elect Simon Yencken as Director	For	For	A vote FOR the director nominee is warranted.
Damstra Holdings Ltd.	DTC	Australia	26/11/2021	Grant Equity Award to Third Party	Ratify Past Issuance of Initial Warrants to PFG Nominees	For	For	A vote FOR this resolution is warranted.
Damstra Holdings Ltd.	DTC	Australia	26/11/2021	Approve Acquisition OR Issue Shares in Connection with Acquisition	Ratify Past Issuance of Shares to Vendors	For	For	A vote FOR this resolution is warranted.

Damstra Holdings Ltd.	DTC	Australia	26/11/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve the Issuance of Up to 10 Percent of the Company's Issued Capital	Against	Against	A vote AGAINST this resolution is warranted because the company did not provide specific reasons for seeking the authority, and there appears to be no immediate need for the additional authority based on the company's most recent quarterly cash flow report.
Damstra Holdings Ltd.	DTC	Australia	26/11/2021	Approve Share Plan Grant	Approve Participation in Equity Incentive Plan and Issuance of ZPOs to Christian Damstra	Against	Against	A vote AGAINST these resolutions is warranted as the proposed grant of ZPOs under the combined STI and LTI plan are not tied to long-term performance hurdles and vest solely with the passage of time, as prescribed by the company's combined plan. This structure of granting bonuses without the requirement for targets to be achieved prior to vesting represents a misalignment with shareholders' interest.
Damstra Holdings Ltd.	DTC	Australia	26/11/2021	Approve Share Plan Grant	Approve Participation in Equity Incentive Plan and Issuance of ZPOs to Johannes Risseeuw	Against	Against	A vote AGAINST these resolutions is warranted as the proposed grant of ZPOs under the combined STI and LTI plan are not tied to long-term performance hurdles and vest solely with the passage of time, as prescribed by the company's combined plan. This structure of granting bonuses without the requirement for targets to be achieved prior to vesting represents a misalignment with shareholders' interest.
Damstra Holdings Ltd.	DTC	Australia	26/11/2021	Approve Stock Option Plan Grants	Approve Participation in Equity Incentive Plan and Issuance of PPOs to Christian Damstra	Against	Against	A vote AGAINST these resolutions is warranted as the proposed grant of PPOs under the combined STI and LTI plan are not tied to long-term performance hurdles and vest solely with the passage of time, as prescribed by the company's combined plan. This structure of granting bonuses without the requirement for targets to be achieved prior to vesting represents a misalignment with shareholders' interest.
Damstra Holdings Ltd.	DTC	Australia	26/11/2021	Approve Stock Option Plan Grants	Approve Participation in Equity Incentive Plan and Issuance of PPOs to Johannes Risseeuw	Against	Against	A vote AGAINST these resolutions is warranted as the proposed grant of PPOs under the combined STI and LTI plan are not tied to long-term performance hurdles and vest solely with the passage of time, as prescribed by the company's combined plan. This structure of granting bonuses without the requirement for targets to be achieved prior to vesting represents a misalignment with shareholders' interest.
DTE Energy Company	DTE	USA	5/05/2022	Elect Director	Elect Director David A. Brandon	For	For	A vote FOR the director nominee is warranted.
DTE Energy Company	DTE	USA	5/05/2022	Elect Director	Elect Director James H. Vandenberghe	For	For	A vote FOR the director nominee is warranted.
DTE Energy Company	DTE	USA	5/05/2022	Elect Director	Elect Director Valerie M. Williams	For	For	A vote FOR the director nominee is warranted.
DTE Energy Company	DTE	USA	5/05/2022	Elect Director	Elect Director Charles G. McClure, Jr.	For	For	A vote FOR the director nominee is warranted.
DTE Energy Company	DTE	USA	5/05/2022	Elect Director	Elect Director Gall J. McGovern	For	For	A vote FOR the director nominee is warranted.
DTE Energy Company	DTE	USA	5/05/2022	Elect Director	Elect Director Mark A. Murray	For	For	A vote FOR the director nominee is warranted.
DTE Energy Company	DTE	USA	5/05/2022	Elect Director	Elect Director Gerardo Norcia	For	For	A vote FOR the director nominee is warranted.
DTE Energy Company	DTE	USA	5/05/2022	Elect Director	Elect Director Ruth G. Shaw	For	For	A vote FOR the director nominee is warranted.
DTE Energy Company	DTE	USA	5/05/2022	Elect Director	Elect Director Robert C. Skaggs, Jr.	For	For	A vote FOR the director nominee is warranted.
DTE Energy Company	DTE	USA	5/05/2022	Elect Director	Elect Director David A. Thomas	For	For	A vote FOR the director nominee is warranted.
DTE Energy Company	DTE	USA	5/05/2022	Elect Director	Elect Director Gary H. Torgov	For	For	A vote FOR the director nominee is warranted.
DTE Energy Company	DTE	USA	5/05/2022	Ratify PricewaterhouseCoopers LLP as Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
DTE Energy Company	DTE	USA	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned for the year in review. The majority of CEO pay is conditioned on clearly disclosed objective performance metrics and the majority of the CEO's long-term equity grants are conditioned on long-term financial performance goals.
DTE Energy Company	DTE	USA	5/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 25 percent to 10 percent would enhance shareholders' rights.
DTE Energy Company	DTE	USA	5/05/2022	GHG Emissions	Revise Net Zero by 2050 Goal to Include Full Scope 3 Value Chain Emissions	For	For	A vote FOR this proposal is warranted, as including all its material Scope 3 emissions into its net zero by 2050 goal would help investors better understand how the company plans to reduce its full value chain emissions and manage its transition to a low carbon economy.
Data#3 Limited	DTL	Australia	28/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted as executive pay is reasonably aligned with company performance and shareholder outcomes. The quantum of the STI and LTI are reasonable when compared to peers of similar market capitalisation and industry. In addition, the structure of the STI and LTI programs are generally consistent with local market practice. However, concerns are raised with respect to the following aspects of the company's remuneration program: " There is a lack of transparency with respect to the STI and LTI thresholds, targets, and maximum performance hurdles;" The STI's financial metric includes a bonus value that is not defined in the annual report;" The LTI is based on a single metric and does not include a relative performance metrics; and" The company does not maintain stock ownership guidelines.
Data#3 Limited	DTL	Australia	28/10/2021	Elect Director	Elect Leanne Muller as Director	For	For	A vote FOR the re-election of independent director Leanne Muller (Item 3) is warranted as her presence supports the continued composition of a majority independent and gender diverse board. Further, no material governance concerns have been identified regarding board and committee composition resulting from her nomination.
Data#3 Limited	DTL	Australia	28/10/2021	Approve Omnibus Stock Plan	Approve Data#3 Long Term Incentive Plan	For	For	A qualified vote FOR this resolution is warranted as the Long Term Incentive Plan is structured to be broad-based and will limit the number of performance rights that may be granted for the next three years to 750,000 rights, or a modest 0.49 percent of issued capital. However, it is not without concern as: Non-executive directors may participate under the plan, which provides for the grant of performance rights and options; and" The board retain discretion to waive performance, service, and vesting conditions.
Data#3 Limited	DTL	Australia	28/10/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Laurence Baynham	For	For	A qualified vote FOR the grant of performance rights to Managing Director and CEO Laurent Baynham is warranted on the basis that the quantum of the award is reasonable when compared to LTI awards to peers at companies of similar industry and size, and the cumulative EPS performance hurdle could incentivise improved medium or long-term performance. However, shareholders may have concerns with the following aspects of the grant: " The cumulative EPS target is not disclosed, making it virtually impossible for shareholders to assess whether performance hurdle is rigorous;" The board retains discretion to waive or amend the vesting conditions; and" The board has discretion to accelerate the vesting of awards upon a change in control or cessation of employment.
Dubber Corporation Limited	DUB	Australia	23/07/2021	Approve Share Plan Grant	Approve Grant of ZEPoS and Remuneration Options to Peter Clare	Against	Against	A vote AGAINST these resolutions is warranted because local market guidelines do not support the grant of incentive equity awards to NEDs in light of ensuring independent judgment by NEDs and preventing any potential conflict of interest.
Dubber Corporation Limited	DUB	Australia	23/07/2021	Approve Share Plan Grant	Approve Grant of ZEPoS and Remuneration Options to Gerard Bongiorno	Against	Against	A vote AGAINST these resolutions is warranted because local market guidelines do not support the grant of incentive equity awards to NEDs in light of ensuring independent judgment by NEDs and preventing any potential conflict of interest.
Dubber Corporation Limited	DUB	Australia	23/07/2021	Approve Share Plan Grant	Approve Grant of ZEPoS to Peter Pawlowsitch	Against	Against	A vote AGAINST this resolution is warranted because the material terms of the proposed grant are not in line with local market standards.
Dubber Corporation Limited	DUB	Australia	23/07/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Shares to Institutional and Professional Investors	For	For	A qualified vote FOR this resolution is warranted given that the company provides a compelling rationale for the Placement, with proceeds to be used to raise funds to pursue M&A opportunities and an acceleration of the company's development, brand awareness and go-to-market initiatives, and general working capital. The success of these undertakings has the potential to create further shareholder value. Qualified support is based on the substantial dilutive impact of the Placement as a whole (i.e., 14.51 percent as at July 29, 2021).
Dubber Corporation Limited	DUB	Australia	23/07/2021	Approve Issuance of Shares for a Private Placement	Approve Issuance of Shares to Institutional and Professional Investors	For	For	A qualified vote FOR this resolution is warranted.
Dubber Corporation Limited	DUB	Australia	23/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the adoption of the remuneration report is warranted due to: "Unsubstantiated substantial increases to executives' fixed pay;" Payment of STI which appears at odds with the company's financial performance in FY21;" Ongoing lack of disclosure of the quantified performance measures (at threshold, target, and maximum) and actual achievement level under each STI metric, which hinders shareholders' abilities to assess performance alignment and goal rigor setting; and" Unacceptable vesting period and insufficiently demanding performance hurdle of incentive awards; and" Grant of equity incentives to non-executive directors.
Dubber Corporation Limited	DUB	Australia	23/07/2021	Elect Director	Elect Peter Pawlowsitch as Director	Against	Against	A vote AGAINST the reelection of Peter Pawlowsitch is warranted because he is one of two executive directors on a board that is not majority independent, and due to overboarding concerns. Votes AGAINST incumbent nominee Peter Pawlowsitch are also warranted for lack of gender diversity on the board.
Dubber Corporation Limited	DUB	Australia	23/07/2021	Approve Acquisition OR Issue Shares in Connection with Acquisition	Ratify Past Issuance of Shares to Certain Shareholders of Pinch Labs, Inc	For	For	A vote FOR this resolution is warranted. The issuance of shares to vendors as part consideration for an acquisition retains some alignment of the vendors with the business and shareholders.
Dubber Corporation Limited	DUB	Australia	24/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted. The proposed amendments include wording that could permit general meetings to be held by virtual-only means. While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at meetings. Virtual-only meetings may impact shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders. It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic; however, this has been addressed by the temporary relief announced by the Australian Government on Aug. 10, 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and executive documents until March 31, 2022 [refer LINK]. Accordingly, there appears no benefit to shareholders from approving this provision at present. Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
Dubber Corporation Limited	DUB	Australia	24/11/2021	Renew Partial Takeover Provision	Approve Renewal of Proportional Takeover Provisions	For	For	A vote FOR this resolution is warranted.
Duke Energy Corporation	DUK	USA	5/05/2022	Elect Director	Elect Director Derrick Burks	For	For	WITHHOLD votes for Board Chair, President and CEO Lynn J. Good and Independent Lead Director Theodore F. Craver are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary given concerns regarding the company's climate-related goals and strategy. Votes FOR the remaining nominees are warranted.
Duke Energy Corporation	DUK	USA	5/05/2022	Elect Director	Elect Director Idalene F. Kesner	For	For	WITHHOLD votes for Board Chair, President and CEO Lynn J. Good and Independent Lead Director Theodore F. Craver are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary given concerns regarding the company's climate-related goals and strategy. Votes FOR the remaining nominees are warranted.
Duke Energy Corporation	DUK	USA	5/05/2022	Elect Director	Elect Director E. Marie McKee	For	For	WITHHOLD votes for Board Chair, President and CEO Lynn J. Good and Independent Lead Director Theodore F. Craver are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary given concerns regarding the company's climate-related goals and strategy. Votes FOR the remaining nominees are warranted.
Duke Energy Corporation	DUK	USA	5/05/2022	Elect Director	Elect Director Michael J. Pacilio	For	For	WITHHOLD votes for Board Chair, President and CEO Lynn J. Good and Independent Lead Director Theodore F. Craver are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary given concerns regarding the company's climate-related goals and strategy. Votes FOR the remaining nominees are warranted.
Duke Energy Corporation	DUK	USA	5/05/2022	Elect Director	Elect Director Thomas E. Skains	For	For	WITHHOLD votes for Board Chair, President and CEO Lynn J. Good and Independent Lead Director Theodore F. Craver are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary given concerns regarding the company's climate-related goals and strategy. Votes FOR the remaining nominees are warranted.
Duke Energy Corporation	DUK	USA	5/05/2022	Elect Director	Elect Director William E. Webster, Jr.	For	For	WITHHOLD votes for Board Chair, President and CEO Lynn J. Good and Independent Lead Director Theodore F. Craver are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary given concerns regarding the company's climate-related goals and strategy. Votes FOR the remaining nominees are warranted.
Duke Energy Corporation	DUK	USA	5/05/2022	Elect Director	Elect Director Annette K. Clayton	For	For	WITHHOLD votes for Board Chair, President and CEO Lynn J. Good and Independent Lead Director Theodore F. Craver are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary given concerns regarding the company's climate-related goals and strategy. Votes FOR the remaining nominees are warranted.

Duke Energy Corporation	DUK	USA	5/05/2022	Elect Director	Elect Director Theodore F. Craver, Jr.	Withhold	Withhold	Withhold votes for Board Chair, President and CEO Lynn J. Good and Independent Lead Director Theodore F. Craver are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary given concerns regarding the company's climate-related goals and strategy. Votes FOR the remaining nominees are warranted.
Duke Energy Corporation	DUK	USA	5/05/2022	Elect Director	Elect Director Robert M. Davis	For	For	WITHHOLD votes for Board Chair, President and CEO Lynn J. Good and Independent Lead Director Theodore F. Craver are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary given concerns regarding the company's climate-related goals and strategy. Votes FOR the remaining nominees are warranted.
Duke Energy Corporation	DUK	USA	5/05/2022	Elect Director	Elect Director Caroline Dorsa	For	For	WITHHOLD votes for Board Chair, President and CEO Lynn J. Good and Independent Lead Director Theodore F. Craver are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary given concerns regarding the company's climate-related goals and strategy. Votes FOR the remaining nominees are warranted.
Duke Energy Corporation	DUK	USA	5/05/2022	Elect Director	Elect Director W. Roy Dunbar	For	For	WITHHOLD votes for Board Chair, President and CEO Lynn J. Good and Independent Lead Director Theodore F. Craver are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary given concerns regarding the company's climate-related goals and strategy. Votes FOR the remaining nominees are warranted.
Duke Energy Corporation	DUK	USA	5/05/2022	Elect Director	Elect Director Nicholas C. Fanandakis	For	For	WITHHOLD votes for Board Chair, President and CEO Lynn J. Good and Independent Lead Director Theodore F. Craver are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary given concerns regarding the company's climate-related goals and strategy. Votes FOR the remaining nominees are warranted.
Duke Energy Corporation	DUK	USA	5/05/2022	Elect Director	Elect Director Lynn J. Good	Withhold	Withhold	WITHHOLD votes for Board Chair, President and CEO Lynn J. Good and Independent Lead Director Theodore F. Craver are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary given concerns regarding the company's climate-related goals and strategy. Votes FOR the remaining nominees are warranted.
Duke Energy Corporation	DUK	USA	5/05/2022	Elect Director	Elect Director John T. Herron	For	For	WITHHOLD votes for Board Chair, President and CEO Lynn J. Good and Independent Lead Director Theodore F. Craver are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary given concerns regarding the company's climate-related goals and strategy. Votes FOR the remaining nominees are warranted.
Duke Energy Corporation	DUK	USA	5/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Duke Energy Corporation	DUK	USA	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Annual incentives are primarily based on objective metrics and the majority of the company's equity grants remain conditioned on long-term objective performance with relatively increased goal rigor in each program.
Duke Energy Corporation	DUK	USA	5/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.
DaVita Inc.	DVA	USA	9/06/2022	Elect Director	Elect Director Pamela M. Arway	For	For	A vote FOR the director nominees is warranted.
DaVita Inc.	DVA	USA	9/06/2022	Elect Director	Elect Director Charles G. Berg	For	For	A vote FOR the director nominees is warranted.
DaVita Inc.	DVA	USA	9/06/2022	Elect Director	Elect Director Barbara J. Desoer	For	For	A vote FOR the director nominees is warranted.
DaVita Inc.	DVA	USA	9/06/2022	Elect Director	Elect Director Paul J. Diaz	For	For	A vote FOR the director nominees is warranted.
DaVita Inc.	DVA	USA	9/06/2022	Elect Director	Elect Director Jason M. Hollar	For	For	A vote FOR the director nominees is warranted.
DaVita Inc.	DVA	USA	9/06/2022	Elect Director	Elect Director Gregory J. Moore	For	For	A vote FOR the director nominees is warranted.
DaVita Inc.	DVA	USA	9/06/2022	Elect Director	Elect Director John M. Nehra	For	For	A vote FOR the director nominees is warranted.
DaVita Inc.	DVA	USA	9/06/2022	Elect Director	Elect Director Javier J. Rodriguez	For	For	A vote FOR the director nominees is warranted.
DaVita Inc.	DVA	USA	9/06/2022	Elect Director	Elect Director Phyllis R. Yale	For	For	A vote FOR the director nominees is warranted.
DaVita Inc.	DVA	USA	9/06/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
DaVita Inc.	DVA	USA	9/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Annual incentives are predominantly based on quantitative metrics and payouts that were slightly below target were aligned with the company's performance. Some concern exists with respect to an annual incentive target that was set lower than the prior year's actual achievement; however, the company discloses the reasons for setting the target below prior year performance and notes that the target required performance greater than the midpoint of FY21 guidance. Long-term incentives are also majority performance-based, utilizing multi-year performance measures that are prospectively disclosed and appear rigorous.
DaVita Inc.	DVA	USA	9/06/2022	Political Contributions Disclosure	Report on Political Contributions and Expenditures	For	For	A vote FOR this resolution is warranted, as increased disclosure of the company's direct political contributions and indirect political contributions through all tax-exempt organizations could help shareholders more comprehensively evaluate the company's management of related risks and benefits.
Devon Energy Corporation	DEV	USA	8/06/2022	Elect Director	Elect Director Barbara M. Baumann	Withhold	Withhold	WITHHOLD votes are warranted for Board Chair David Hager, Lead Independent Director Kelt Kindick, and Governance, Environmental, and Public Policy Committee Chair Barbara Baumann as a signal to the board that stronger independent oversight and board management of climate-related risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
Devon Energy Corporation	DEV	USA	8/06/2022	Elect Director	Elect Director Duane C. Radtke	For	For	WITHHOLD votes are warranted for Board Chair David Hager, Lead Independent Director Kelt Kindick, and Governance, Environmental, and Public Policy Committee Chair Barbara Baumann as a signal to the board that stronger independent oversight and board management of climate-related risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
Devon Energy Corporation	DEV	USA	8/06/2022	Elect Director	Elect Director Valerie M. Williams	For	For	WITHHOLD votes are warranted for Board Chair David Hager, Lead Independent Director Kelt Kindick, and Governance, Environmental, and Public Policy Committee Chair Barbara Baumann as a signal to the board that stronger independent oversight and board management of climate-related risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
Devon Energy Corporation	DEV	USA	8/06/2022	Elect Director	Elect Director John E. Bethancourt	For	For	WITHHOLD votes are warranted for Board Chair David Hager, Lead Independent Director Kelt Kindick, and Governance, Environmental, and Public Policy Committee Chair Barbara Baumann as a signal to the board that stronger independent oversight and board management of climate-related risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
Devon Energy Corporation	DEV	USA	8/06/2022	Elect Director	Elect Director Ann G. Fox	For	For	WITHHOLD votes are warranted for Board Chair David Hager, Lead Independent Director Kelt Kindick, and Governance, Environmental, and Public Policy Committee Chair Barbara Baumann as a signal to the board that stronger independent oversight and board management of climate-related risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
Devon Energy Corporation	DEV	USA	8/06/2022	Elect Director	Elect Director David A. Hager	Withhold	Withhold	WITHHOLD votes are warranted for Board Chair David Hager, Lead Independent Director Kelt Kindick, and Governance, Environmental, and Public Policy Committee Chair Barbara Baumann as a signal to the board that stronger independent oversight and board management of climate-related risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
Devon Energy Corporation	DEV	USA	8/06/2022	Elect Director	Elect Director Kelt Kindick	Withhold	Withhold	WITHHOLD votes are warranted for Board Chair David Hager, Lead Independent Director Kelt Kindick, and Governance, Environmental, and Public Policy Committee Chair Barbara Baumann as a signal to the board that stronger independent oversight and board management of climate-related risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
Devon Energy Corporation	DEV	USA	8/06/2022	Elect Director	Elect Director John Krenicki, Jr.	For	For	WITHHOLD votes are warranted for Board Chair David Hager, Lead Independent Director Kelt Kindick, and Governance, Environmental, and Public Policy Committee Chair Barbara Baumann as a signal to the board that stronger independent oversight and board management of climate-related risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
Devon Energy Corporation	DEV	USA	8/06/2022	Elect Director	Elect Director Karl F. Kurz	For	For	WITHHOLD votes are warranted for Board Chair David Hager, Lead Independent Director Kelt Kindick, and Governance, Environmental, and Public Policy Committee Chair Barbara Baumann as a signal to the board that stronger independent oversight and board management of climate-related risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
Devon Energy Corporation	DEV	USA	8/06/2022	Elect Director	Elect Director Robert A. Mosbacher, Jr.	For	For	WITHHOLD votes are warranted for Board Chair David Hager, Lead Independent Director Kelt Kindick, and Governance, Environmental, and Public Policy Committee Chair Barbara Baumann as a signal to the board that stronger independent oversight and board management of climate-related risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
Devon Energy Corporation	DEV	USA	8/06/2022	Elect Director	Elect Director Richard E. Muncrief	For	For	WITHHOLD votes are warranted for Board Chair David Hager, Lead Independent Director Kelt Kindick, and Governance, Environmental, and Public Policy Committee Chair Barbara Baumann as a signal to the board that stronger independent oversight and board management of climate-related risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
Devon Energy Corporation	DEV	USA	8/06/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Devon Energy Corporation	DEV	USA	8/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Some concerns remain relating to the rigor of relative TSR for the distribution of performance shares under the long-term incentive plan, as TSR targets median performance. Nonetheless, annual incentives are primarily linked to pre-set financial metrics and equity awards are chiefly performance based.
Devon Energy Corporation	DEV	USA	8/06/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Digital Wine Ventures Ltd	DW8	Australia	30/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the adoption of the remuneration report is warranted due to the following: "Unsubstantiated significant increase in an executive's fixed pay;" Payment of discretionary bonus which appears at odds with the company's financial performance;" Unacceptable vesting period, absence of performance hurdles, and discounted exercise price of the incentive options; and" Grant of incentive options to NEDs.
Digital Wine Ventures Ltd	DW8	Australia	30/11/2021	Grant Equity Award to Third Party	Approve Issuance of November Lead Manager Options to Blue Ocean Equities Pty Limited	For	For	A vote FOR this resolution is warranted.
Digital Wine Ventures Ltd	DW8	Australia	30/11/2021	Approve Shares Issued for a Private Placement to a Director or Executive	Approve Issuance of Director November Placement Shares to Paul Evans	For	For	A qualified vote FOR the issuance of Placement securities to Paul Evans and James Walker is warranted. By participating in the capital raising on the same terms as other sophisticated and professional investors, Messrs Evans and Walker increase their 'skin in the game' which acts to better align interests with that of shareholders. Nevertheless, shareholders may be concerned with the substantial dilutive impact of the November Placement as a whole (i.e., 12.10 percent as of Oct. 24, 2021) and the significant discount of the issue price.
Digital Wine Ventures Ltd	DW8	Australia	30/11/2021	Approve Shares Issued for a Private Placement to a Director or Executive	Approve Issuance of Director November Placement Shares to James Walker	For	For	A qualified vote FOR the issuance of Placement securities to Paul Evans and James Walker is warranted. By participating in the capital raising on the same terms as other sophisticated and professional investors, Messrs Evans and Walker increase their 'skin in the game' which acts to better align interests with that of shareholders. Nevertheless, shareholders may be concerned with the substantial dilutive impact of the November Placement as a whole (i.e., 12.10 percent as of Oct. 24, 2021) and the significant discount of the issue price.
Digital Wine Ventures Ltd	DW8	Australia	30/11/2021	Change Company Name	Approve the Change of Company Name to DW8 Limited	For	For	A vote FOR this resolution is warranted.
Digital Wine Ventures Ltd	DW8	Australia	30/11/2021	Elect Director	Elect Michele Anderson as Director	For	For	A vote FOR this nominee is warranted.
Digital Wine Ventures Ltd	DW8	Australia	30/11/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve the Issuance of Up to 10 Percent of the Company's Issued Capital	Against	Against	A vote AGAINST this resolution is warranted because the company did not provide specific reasons for seeking the authority.
Digital Wine Ventures Ltd	DW8	Australia	30/11/2021	Approve Acquisition OR Issue Shares in Connection with Acquisition	Ratify Past Issuance of Consideration Shares to Parton Wine Distribution Pty Ltd	For	For	A vote FOR this resolution is warranted. The issuance of securities to a vendor as consideration for an acquisition retains some alignment of the vendor with the business and shareholders.
Digital Wine Ventures Ltd	DW8	Australia	30/11/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of July Placement Shares to Sophisticated and Professional Investors	For	For	A vote FOR this resolution is warranted.

Digital Wine Ventures Ltd	DW8	Australia	30/11/2021	Approve Shares Issued for a Private Placement to a Director or Executive	Approve Issuance of Director July Placement Shares to Dean Taylor	For	For	A vote FOR the issuance of July Placement securities to Dean Taylor, Paul Evans, James Walker, and Michele Anderson is warranted. By participating in the capital raising on the same terms as other sophisticated and professional investors, the directors increase their 'skin in the game' which acts to better align interests with that of shareholders.
Digital Wine Ventures Ltd	DW8	Australia	30/11/2021	Approve Shares Issued for a Private Placement to a Director or Executive	Approve Issuance of Director July Placement Shares to Paul Evans	For	For	A vote FOR the issuance of July Placement securities to Dean Taylor, Paul Evans, James Walker, and Michele Anderson is warranted. By participating in the capital raising on the same terms as other sophisticated and professional investors, the directors increase their 'skin in the game' which acts to better align interests with that of shareholders.
Digital Wine Ventures Ltd	DW8	Australia	30/11/2021	Approve Shares Issued for a Private Placement to a Director or Executive	Approve Issuance of Director July Placement Shares to James Walker	For	For	A vote FOR the issuance of July Placement securities to Dean Taylor, Paul Evans, James Walker, and Michele Anderson is warranted. By participating in the capital raising on the same terms as other sophisticated and professional investors, the directors increase their 'skin in the game' which acts to better align interests with that of shareholders.
Digital Wine Ventures Ltd	DW8	Australia	30/11/2021	Approve Shares Issued for a Private Placement to a Director or Executive	Approve Issuance of Director July Placement Shares to Michele Anderson	For	For	A vote FOR the issuance of July Placement securities to Dean Taylor, Paul Evans, James Walker, and Michele Anderson is warranted. By participating in the capital raising on the same terms as other sophisticated and professional investors, the directors increase their 'skin in the game' which acts to better align interests with that of shareholders.
Digital Wine Ventures Ltd	DW8	Australia	30/11/2021	Grant Equity Award to Third Party	Ratify Past Issuance of July Lead Manager Options to Blue Ocean Equities Pty Limited	For	For	A vote FOR this resolution is warranted.
Digital Wine Ventures Ltd	DW8	Australia	30/11/2021	Approve Acquisition OR Issue Shares in Connection with Acquisition	Approve Issuance of Consideration Shares to Kaddy Australia Pty Ltd	For	For	A vote FOR this resolution is warranted, although it is not without concern for shareholders because the issue of the consideration securities was significantly dilutive to non-related shareholders. The main reasons for support are: "The payment by way of shares as consideration for an acquisition aligns the interest of the vendors with the existing shareholders in the future progress of the business; and" The company has provided a compelling rationale for the transaction. The successful acquisition of Kaddy may have the potential to create further shareholder value in the future.
Digital Wine Ventures Ltd	DW8	Australia	30/11/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of 172.08 Million November Placement Shares to Sophisticated and Professional Investors	For	For	A qualified vote FOR these resolutions is warranted because: "The company provided a compelling rationale for the November Placement, with the proceeds to be primarily used to fund the Kaddy Acquisition and its expansion. The success of these undertakings may potentially create shareholder value in the future." The company's financial position was also considered. Based on the company's most recent quarterly cashflow report, the company appears to have an immediate need for short term capital. The company's cash position as at the quarter ended Sept. 30, 2021 is \$6.06 million, which is estimated to be adequate for less than three quarters. The November Placement therefore assisted the company in meeting its short term funding requirements." Existing shareholders were given the opportunity to participate in the capital raising via the SPP, which somehow mitigates the dilutive impact of the institutional placement. Nevertheless, shareholders may be concerned with the substantial dilutive impact of the November Placement as a whole (i.e., 12.10 percent as of Oct. 24, 2021) and the significant discount of the issue price.
Digital Wine Ventures Ltd	DW8	Australia	30/11/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of 53.36 Million November Placement Shares to Sophisticated and Professional Investors	For	For	A qualified vote FOR these resolutions is warranted because: "The company provided a compelling rationale for the November Placement, with the proceeds to be primarily used to fund the Kaddy Acquisition and its expansion. The success of these undertakings may potentially create shareholder value in the future." The company's financial position was also considered. Based on the company's most recent quarterly cashflow report, the company appears to have an immediate need for short term capital. The company's cash position as at the quarter ended Sept. 30, 2021 is \$6.06 million, which is estimated to be adequate for less than three quarters. The November Placement therefore assisted the company in meeting its short term funding requirements." Existing shareholders were given the opportunity to participate in the capital raising via the SPP, which somehow mitigates the dilutive impact of the institutional placement. Nevertheless, shareholders may be concerned with the substantial dilutive impact of the November Placement as a whole (i.e., 12.10 percent as of Oct. 24, 2021) and the significant discount of the issue price.
DexCom, Inc.	DXCM	USA	19/05/2022	Elect Director	Elect Director Steven R. Altman	For	For	A vote FOR the director nominees is warranted.
DexCom, Inc.	DXCM	USA	19/05/2022	Elect Director	Elect Director Barbara E. Kahn	For	For	A vote FOR the director nominees is warranted.
DexCom, Inc.	DXCM	USA	19/05/2022	Elect Director	Elect Director Kyle Malady	For	For	A vote FOR the director nominees is warranted.
DexCom, Inc.	DXCM	USA	19/05/2022	Elect Director	Elect Director Jay S. Skyler	For	For	A vote FOR the director nominees is warranted.
DexCom, Inc.	DXCM	USA	19/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
DexCom, Inc.	DXCM	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance were reasonably aligned during the year in review. The majority of pay remains conditioned on objective financial performance metrics, although shareholders would benefit from increased disclosure regarding the targets and achieved performance levels under the long-term incentive plan.
DexCom, Inc.	DXCM	USA	19/05/2022	Approve Stock Split	Approve Forward Stock Split	For	For	A vote FOR this proposal is warranted. Given the increase in the company's share price over the last several years, the board's rationale for the split appears reasonable.
Dexus	DXS	Australia	19/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the remuneration report is warranted. A misalignment of pay, performance and shareholder outcomes is observed and certain problematic pay practices in connection with the grant of retention rights to executives (including the CEO) are inconsistent with shareholder interests and outcomes. " STI bonuses are materially higher than in the prior year and at maximum, LTI vesting is at maximum and the board has approved a grant of retention rights compounding misalignment with shareholder interests." The rigor of STI performance hurdles is questioned given threshold AFFO growth per security is negative 1 percent and target at 0 percent growth." Non-financial objectives in the FY21 STI are questioned in offering bonuses for the "day job", with disclosure indicating that these have been consistently achieved since FY14" The retention rights granted to the non-CEO executives are subject to employment and time-based vesting, with no performance conditions." The CEO's retention rights are subject to non-financial performance measures with unclear performance hurdles, raising concerns for increased certainty of vesting and misalignment of board discretion with shareholder outcomes." The vesting of the retention rights will commence within three years from the date of grant, which is inconsistent with the long-term focus of investors." The board introduced a below the range threshold for AFFO growth in the FY21 LTI, where 25 percent of the AFFO component would vest if the target was not achieved, whereas previously there was no bonus
Dexus	DXS	Australia	19/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Darren Steinberg	Against	Against	A vote AGAINST this resolution is warranted." Non-financial measures have been introduced to this FY22 LTI, representing 20 percent, which appears to be assessed against "day job" duties (eg development, investment and divestment, and growth in funds management); and" Concerns for the rigor of targets are noted.
Dexus	DXS	Australia	19/10/2021	Elect Director	Elect Warwick Negus as Director	For	For	A vote FOR independent director nominees Warnick Negus, Penny Bingham-Hall, and Tonia Dwyer is warranted, as no material issues have been identified regarding these director nominees in respect of board and committee composition. However, given concerns raised in regard to problematic pay practices, a qualification is raised regarding the re-election of the chair of the remuneration committee, Penny Bingham-Hall.
Dexus	DXS	Australia	19/10/2021	Elect Director	Elect Penny Bingham-Hall as Director	For	For	A vote FOR independent director nominees Warnick Negus, Penny Bingham-Hall, and Tonia Dwyer is warranted, as no material issues have been identified regarding these director nominees in respect of board and committee composition. However, given concerns raised in regard to problematic pay practices, a qualification is raised regarding the re-election of the chair of the remuneration committee, Penny Bingham-Hall.
Dexus	DXS	Australia	19/10/2021	Elect Director	Elect Tonia Dwyer as Director	For	For	A vote FOR independent director nominees Warnick Negus, Penny Bingham-Hall, and Tonia Dwyer is warranted, as no material issues have been identified regarding these director nominees in respect of board and committee composition. However, given concerns raised in regard to problematic pay practices, a qualification is raised regarding the re-election of the chair of the remuneration committee, Penny Bingham-Hall.
Dexus	DXS	Australia	19/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve Amendments to the Constitutions	Against	Against	A vote AGAINST this resolution is warranted." The proposed new constitution includes wording that could permit general meetings to be held by virtual-only means." While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meetings. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders." It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic; however, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to shareholders from approving this provision at present." Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
Electronic Arts Inc.	EA	USA	12/08/2021	Elect Director	Elect Director Kofi A. Bruce	For	For	A vote FOR all director nominees is warranted.
Electronic Arts Inc.	EA	USA	12/08/2021	Elect Director	Elect Director Leonard S. Coleman	For	For	A vote FOR all director nominees is warranted.
Electronic Arts Inc.	EA	USA	12/08/2021	Elect Director	Elect Director Jeffrey T. Huber	For	For	A vote FOR all director nominees is warranted.
Electronic Arts Inc.	EA	USA	12/08/2021	Elect Director	Elect Director Talbott Roche	For	For	A vote FOR all director nominees is warranted.
Electronic Arts Inc.	EA	USA	12/08/2021	Elect Director	Elect Director Richard A. Simonson	For	For	A vote FOR all director nominees is warranted.
Electronic Arts Inc.	EA	USA	12/08/2021	Elect Director	Elect Director Luis A. Ubina	For	For	A vote FOR all director nominees is warranted.
Electronic Arts Inc.	EA	USA	12/08/2021	Elect Director	Elect Director Heidi J. Ueberroth	For	For	A vote FOR all director nominees is warranted.
Electronic Arts Inc.	EA	USA	12/08/2021	Elect Director	Elect Director Andrew Wilson	For	For	A vote FOR all director nominees is warranted.
Electronic Arts Inc.	EA	USA	12/08/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	Following last year's failed say-on-pay vote, the compensation committee demonstrated adequate responsiveness by disclosing shareholder engagement and feedback as well as certain improvements to the pay program. Most notably, in a supplemental filing, the committee made a commitment to not grant special equity awards to the NEOs at least through the end of FY26. However, there are unmitigated pay-for-performance concerns for the year in review. Specifically, the CEO's "enhanced" equity awards granted in FY21 on a one-time basis are outsized at \$30 million, which alone exceeded the median total pay for CEOs in the company-defined peer group. Further, a significant portion of the annual incentive program was based on qualitatively-disclosed strategic objectives, which makes it difficult for shareholders to assess the pay for performance linkage. In addition, concerns are heightened given that the CEO received a maximum annual incentive payout of \$5 million. Lastly, it is noted that the PSU is continue to utilize relatively short performance periods with additional vesting opportunities, which reduce the long-term nature of the program. In light of these concerns, a vote AGAINST this proposal is warranted.
Electronic Arts Inc.	EA	USA	12/08/2021	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Electronic Arts Inc.	EA	USA	12/08/2021	Provide Right to Act by Written Consent	Provide Right to Act by Written Consent	For	For	A vote FOR this proposal is warranted given that the ability to act by written consent would give shareholders an additional means to act on matters between annual meetings.
Electronic Arts Inc.	EA	USA	12/08/2021	Provide Right to Act by Written Consent	Provide Right to Act by Written Consent	For	For	A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.

eBay, Inc.	EBAY	USA	8/06/2022	Elect Director	Elect Director Adriane M. Brown	For	For	A vote FOR the director nominees is warranted.
eBay, Inc.	EBAY	USA	8/06/2022	Elect Director	Elect Director Logan D. Green	For	For	A vote FOR the director nominees is warranted.
eBay, Inc.	EBAY	USA	8/06/2022	Elect Director	Elect Director E. Carol Hayles	For	For	A vote FOR the director nominees is warranted.
eBay, Inc.	EBAY	USA	8/06/2022	Elect Director	Elect Director Jamie Iannone	For	For	A vote FOR the director nominees is warranted.
eBay, Inc.	EBAY	USA	8/06/2022	Elect Director	Elect Director Kathleen C. Mitic	For	For	A vote FOR the director nominees is warranted.
eBay, Inc.	EBAY	USA	8/06/2022	Elect Director	Elect Director Paul S. Pressler	For	For	A vote FOR the director nominees is warranted.
eBay, Inc.	EBAY	USA	8/06/2022	Elect Director	Elect Director Mohak Shroff	For	For	A vote FOR the director nominees is warranted.
eBay, Inc.	EBAY	USA	8/06/2022	Elect Director	Elect Director Robert H. Swan	For	For	A vote FOR the director nominees is warranted.
eBay, Inc.	EBAY	USA	8/06/2022	Elect Director	Elect Director Perry M. Traquina	For	For	A vote FOR the director nominees is warranted.
eBay, Inc.	EBAY	USA	8/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
eBay, Inc.	EBAY	USA	8/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. The annual cash bonuses and long-term equity awards are primarily performance-based with performance shares relying on multi-year performance periods.
eBay, Inc.	EBAY	USA	8/06/2022	Amend Qualified Employee Stock Purchase Plan	Amend Qualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted given that: * The purchase price is reasonable; * The number of shares reserved is reasonable; and * The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.
eBay, Inc.	EBAY	USA	8/06/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is small.
Ecobab Inc.	ECL	USA	5/05/2022	Elect Director	Elect Director Shari L. Ballard	For	For	A vote FOR the director nominees is warranted.
Ecobab Inc.	ECL	USA	5/05/2022	Elect Director	Elect Director Barbara J. Beck	For	For	A vote FOR the director nominees is warranted.
Ecobab Inc.	ECL	USA	5/05/2022	Elect Director	Elect Director Christophe Beck	For	For	A vote FOR the director nominees is warranted.
Ecobab Inc.	ECL	USA	5/05/2022	Elect Director	Elect Director Jeffrey M. Ettinger	For	For	A vote FOR the director nominees is warranted.
Ecobab Inc.	ECL	USA	5/05/2022	Elect Director	Elect Director Arthur J. Higgins	For	For	A vote FOR the director nominees is warranted.
Ecobab Inc.	ECL	USA	5/05/2022	Elect Director	Elect Director Michael Larson	For	For	A vote FOR the director nominees is warranted.
Ecobab Inc.	ECL	USA	5/05/2022	Elect Director	Elect Director David W. MacLennan	For	For	A vote FOR the director nominees is warranted.
Ecobab Inc.	ECL	USA	5/05/2022	Elect Director	Elect Director Tracy B. McKibben	For	For	A vote FOR the director nominees is warranted.
Ecobab Inc.	ECL	USA	5/05/2022	Elect Director	Elect Director Lionel L. Nowell, III	For	For	A vote FOR the director nominees is warranted.
Ecobab Inc.	ECL	USA	5/05/2022	Elect Director	Elect Director Victoria J. Reich	For	For	A vote FOR the director nominees is warranted.
Ecobab Inc.	ECL	USA	5/05/2022	Elect Director	Elect Director Suzanne M. Vautrinot	For	For	A vote FOR the director nominees is warranted.
Ecobab Inc.	ECL	USA	5/05/2022	Elect Director	Elect Director John J. Zillmer	For	For	A vote FOR the director nominees is warranted.
Ecobab Inc.	ECL	USA	5/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Ecobab Inc.	ECL	USA	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	There are some concerns raised regarding the potential impact of individual performance adjustments on annual incentive payouts. Further, the majority of the CEO's LTI mix is time-based using Sustainability Advisory Services valuation, and the company granted a retention RSU award to one NEO that lacks performance-vesting criteria. However, there are mitigating factors for the year in review. Specifically, the committee positioned the new CEO's target short- and long-term incentives lower than his predecessor's in recognition of the shorter service. Further, the annual incentive is based on an objective financial criterion and the target goal was set higher than the prior year's achieved result. Further, performance equity utilizes multi-year measurement periods and discloses forward-looking targets. Finally, the LTI program caps the maximum vesting opportunity at 100 percent of target. On balance of these factors, a cautious vote FOR this proposal is warranted.
Ecobab Inc.	ECL	USA	5/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	Against	A vote AGAINST this proposal is warranted as the proposed right could be unilaterally exercised by a single active shareholder.
Eclixp Group Limited	ECX	Australia	18/02/2022	Elect Director	Elect Trevor Allen as Director	Against	Against	A vote AGAINST the re-election of Trevor Allen (Item 1) is warranted. Allen is the chair of the Audit Committee and the company reported accounting, audit and performance issues in prior years, and he was the former chair of the audit committee of ASX-listed Freedom Foods (now Noumi Limited) which had reported material governance, accounting and audit failures and material shareholder value destruction, for which shareholders hold directors accountable.A vote FOR the re-election of Russell Shields (Item 2) and the election of Fiona Trafford-Walker (Item 3) and Catherine Yunccken (Item 4) is warranted as there are no material issues regarding board and committee composition resulting from their nominations, nor any wider corporate governance issues.
Eclixp Group Limited	ECX	Australia	18/02/2022	Elect Director	Elect Russell Shields as Director	For	For	A vote AGAINST the re-election of Trevor Allen (Item 1) is warranted. Allen is the chair of the Audit Committee and the company reported accounting, audit and performance issues in prior years, and he was the former chair of the audit committee of ASX-listed Freedom Foods (now Noumi Limited) which had reported material governance, accounting and audit failures and material shareholder value destruction, for which shareholders hold directors accountable.A vote FOR the re-election of Russell Shields (Item 2) and the election of Fiona Trafford-Walker (Item 3) and Catherine Yunccken (Item 4) is warranted as there are no material issues regarding board and committee composition resulting from their nominations, nor any wider corporate governance issues.
Eclixp Group Limited	ECX	Australia	18/02/2022	Elect Director	Elect Fiona Trafford-Walker as Director	For	For	A vote AGAINST the re-election of Trevor Allen (Item 1) is warranted. Allen is the chair of the Audit Committee and the company reported accounting, audit and performance issues in prior years, and he was the former chair of the audit committee of ASX-listed Freedom Foods (now Noumi Limited) which had reported material governance, accounting and audit failures and material shareholder value destruction, for which shareholders hold directors accountable.A vote FOR the re-election of Russell Shields (Item 2) and the election of Fiona Trafford-Walker (Item 3) and Catherine Yunccken (Item 4) is warranted as there are no material issues regarding board and committee composition resulting from their nominations, nor any wider corporate governance issues.
Eclixp Group Limited	ECX	Australia	18/02/2022	Elect Director	Elect Cathy Yunccken as Director	For	For	A vote AGAINST the re-election of Trevor Allen (Item 1) is warranted. Allen is the chair of the Audit Committee and the company reported accounting, audit and performance issues in prior years, and he was the former chair of the audit committee of ASX-listed Freedom Foods (now Noumi Limited) which had reported material governance, accounting and audit failures and material shareholder value destruction, for which shareholders hold directors accountable.A vote FOR the re-election of Russell Shields (Item 2) and the election of Fiona Trafford-Walker (Item 3) and Catherine Yunccken (Item 4) is warranted as there are no material issues regarding board and committee composition resulting from their nominations, nor any wider corporate governance issues.
Eclixp Group Limited	ECX	Australia	18/02/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted on the basis that this year no material problematic pay practices have been observed and no misalignment has been identified between pay and performance and shareholder outcomes.Following a "first strike" at the prior year AGM, the board engaged with shareholders and implemented a number of changes to the remuneration framework in response to shareholder feedback, including: " An STI plan will be reintroduced in FY22 with six gateway and delivered in equity." The FY22 LTI grant is now subject to an EPS performance hurdle over a three-year period." The CEO LTI grant is being put to shareholder approval at this AGM, compared to no such approval being sought for an excessive options grant in the prior year;" The introduction of minimum shareholding requirements for the executive KMP; and" The outcome of the FY21 Variable Remuneration Options was retrospectively capped at a share price of \$2.20, to limit the windfall gains to executives from issuing options at a historically low share price.
Eclixp Group Limited	ECX	Australia	18/02/2022	Approve the Spill Resolution	Approve the Spill Resolution	Against	Against	A vote AGAINST this proposal is warranted. A board spill is not considered to be in the best interests of the company or shareholders at this present time. Disclosure indicates that the board engaged with key shareholders and provided a detailed explanation of the rationale in the annual report regarding prior year shareholder concerns and the changes to its remuneration framework in response, including:" Reintroduction of an STI plan in FY22 which appears to be better in line with market practice and shareholder interests;" FY22 LTI grant will be subject to an EPS performance hurdle over a three-year period;" The CEO's FY22 LTI grant is being put to shareholder approval at this AGM;" Introduction of minimum shareholding requirements for the executive KMP in line with market practice;" and" Retrospectively capping of the outcome of the FY21 Variable Remuneration Options to limit the windfall gains from the excessive grant of options, being a primary source of concern for misalignment with shareholder interests in the prior year.
Eclixp Group Limited	ECX	Australia	18/02/2022	Approve Omnibus Stock Plan	Approve Eclixp Group Limited Long-Term Incentive Plan	For	For	A vote FOR approval of the Plan is warranted on the basis that the terms are not problematic or inconsistent with market. The plan establishes a broad framework for grants to be made in the future, and it is expected that grants to the CEO would be subject to approval by shareholders. NEDs are not eligible to participate in the plan which is consistent with good corporate governance in this market. Some concerns are raised for the considerable level of board discretion in a change of control event.
Eclixp Group Limited	ECX	Australia	18/02/2022	Approve Share Plan Grant	Approve Grant of Rights to Julian Russell	Against	Against	A vote AGAINST the grant of rights to CEO Julian Russell is warranted.The structure of the LTI is consistent with market practice, with a three-year performance period which is the minimum accepted in this market, and the compound EPS growth performance measures in the range of 2.5 percent to 6.5 percent are reasonably aligned with improved performance in shareholder interests.The reason for the against recommendation is that the company has disclosed that the base year NPATA used for calculating EPS growth for bonus purposes over the performance period is normalized and materially reduced from that which is reported in FY21. This suggests for example that 2.5 percent compound EPS growth from the normalized base year NPATA for threshold vesting would result in lower NPATA than that reported in FY21, resulting in inconsistency between bonuses, company performance and shareholder interests.Other concerns included:" The substantial level of outstanding equity incentives (12.8 percent);" There is only one EPS growth performance hurdle; and" The change of control provision, under which all unvested awards will vest in full upon a change in control event, is inconsistent with better market practice.
Eclixp Group Limited	ECX	Australia	18/02/2022	Authorize Share Repurchase Program	Approve to Exceed 10/12 Buy-Back Limit	For	For	A vote FOR this resolution is warranted because no material corporate governance concerns have been identified regarding the buy-back proposal, and" Any buyback will not be selective, and all shareholders will have the ability to participate or not; and" It is not expected to result in any change in control, or materially impact shareholder rights and interests.
Consolidated Edison, Inc.	ED	USA	16/05/2022	Elect Director	Elect Director Timothy P. Cawley	For	For	A vote FOR the director nominees is warranted.
Consolidated Edison, Inc.	ED	USA	16/05/2022	Elect Director	Elect Director Linda S. Stanford	For	For	A vote FOR the director nominees is warranted.
Consolidated Edison, Inc.	ED	USA	16/05/2022	Elect Director	Elect Director Deirdre Stanley	For	For	A vote FOR the director nominees is warranted.
Consolidated Edison, Inc.	ED	USA	16/05/2022	Elect Director	Elect Director L. Frederick Sutherland	For	For	A vote FOR the director nominees is warranted.
Consolidated Edison, Inc.	ED	USA	16/05/2022	Elect Director	Elect Director Ellen V. Futter	For	For	A vote FOR the director nominees is warranted.
Consolidated Edison, Inc.	ED	USA	16/05/2022	Elect Director	Elect Director John F. Killian	For	For	A vote FOR the director nominees is warranted.
Consolidated Edison, Inc.	ED	USA	16/05/2022	Elect Director	Elect Director Karol V. Mason	For	For	A vote FOR the director nominees is warranted.
Consolidated Edison, Inc.	ED	USA	16/05/2022	Elect Director	Elect Director John McAvoy	For	For	A vote FOR the director nominees is warranted.
Consolidated Edison, Inc.	ED	USA	16/05/2022	Elect Director	Elect Director Dwight A. McBride	For	For	A vote FOR the director nominees is warranted.
Consolidated Edison, Inc.	ED	USA	16/05/2022	Elect Director	Elect Director William J. Mulrow	For	For	A vote FOR the director nominees is warranted.

Consolidated Edison, Inc.	ED	USA	16/05/2022	Elect Director	Elect Director Armando J. Olivera	For	For	A vote FOR the director nominees is warranted.
Consolidated Edison, Inc.	ED	USA	16/05/2022	Elect Director	Elect Director Michael W. Ranger	For	For	A vote FOR the director nominees is warranted.
Consolidated Edison, Inc.	ED	USA	16/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Consolidated Edison, Inc.	ED	USA	16/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Annual and long-term incentives are both primarily based on pre-set, objective financial goals.
Endeavour Group Ltd. (Australia)	EDV	Australia	21/10/2021	Elect Director	Elect Peter Hearl as Director	For	For	A vote FOR all nominees is warranted however it is not without concern for corporate governance issues in relation to* Holly Kramer's role as a non-independent director which contributes to the relatively low level of director independence of this board, and* the appointment of Anne Brennan effective the day after the Annual General Meeting and thereby deferring her election by shareholders for one year - there seems no apparent reason why Brennan is not subject to election at this AGM.
Endeavour Group Ltd. (Australia)	EDV	Australia	21/10/2021	Elect Director	Elect Holly Kramer as Director	For	For	A vote FOR all nominees is warranted however it is not without concern for corporate governance issues in relation to* Holly Kramer's role as a non-independent director which contributes to the relatively low level of director independence of this board, and* the appointment of Anne Brennan effective the day after the Annual General Meeting and thereby deferring her election by shareholders for one year - there seems no apparent reason why Brennan is not subject to election at this AGM.
Endeavour Group Ltd. (Australia)	EDV	Australia	21/10/2021	Ratify Auditors	Appoint Deloitte Touche Tohmatsu as Auditor of the Company	For	For	A vote FOR this proposal is warranted because this is a routine item and no significant concerns have been identified.
Endeavour Group Ltd. (Australia)	EDV	Australia	21/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted. The company's remuneration structure is broadly in line with market and is similar to the Woolworths remuneration structure in terms of quantum, performance measures, deferral and vesting conditions. On the whole, disclosure is poor and inferior to similar sized companies, however, this is in the context that the company was separately listed on the ASX on 1 July 2021. Shareholders would expect a material improvement in the FY22 remuneration report. Initial shareholder concerns relate to the potential high fixed remuneration, non-disclosure of performance hurdles and high weighting to non-financial performance measures, including inclusion of a non-financial performance measure in the FY22 LTI which appears of questionable alignment with improved shareholder outcomes.
Endeavour Group Ltd. (Australia)	EDV	Australia	21/10/2021	Approve/Amend Stock-for-Salary/Bonus Plan	Approve Non-Executive Directors' Equity Plan	For	For	A vote FOR the proposed Non-Executive Directors' Equity Plan is warranted. This will allow non-executive director to participate in a NED Equity Plan through a "salary sacrifice" arrangement of up to 100 percent of NED fees into rights. This would increase their alignment with shareholders, however, of more interest to directors is that this provides some tax deferral benefits. The awards are not performance based and will not adversely impair independence of directors.
Endeavour Group Ltd. (Australia)	EDV	Australia	21/10/2021	Approve Share Plan Grant	Approve Grant of Performance Share Rights to Steve Donohue	For	For	A qualified vote FOR the grant of performance share rights to CEO Steve Donohue is warranted because the award structure is sufficiently consistent with market practice and is aligned with shareholder interests. However, concerns for shareholders include: " quantum of award is above market median," undisclosed performance targets for the ROPE performance measure, and " the introduction of a new and opaque non-financial measure described as "Leading in Responsibility" for 20% of the award. This is not well aligned with improved shareholder interests and improved company performance. Instead, this appears to offer a bonus for the "day job" or alternatively a bonus for "not doing the wrong thing" in the company's alcohol and gaming businesses.
Endeavour Mining Plc	EDV	United Kingdom	24/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Endeavour Mining Plc	EDV	United Kingdom	24/05/2022	Elect Director	Re-elect Tertius Zongo as Director	Against	Against	Votes AGAINST incumbent nomination committee member Tertius Zongo are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Endeavour Mining Plc	EDV	United Kingdom	24/05/2022	Ratify Auditors	Reappoint BDO LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Endeavour Mining Plc	EDV	United Kingdom	24/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Endeavour Mining Plc	EDV	United Kingdom	24/05/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR this resolution is warranted, although it is not without concerns: * The maximum LTIP opportunity is set at 400% of salary for the executives, which has a potential 1.5x vesting multiplier to take the maximum vested opportunity to 600% of salary. This level is deemed to be excessive, given UK practices and the size of the company. * The maximum bonus opportunity of 250% of salary is competitive for a company of this size and the target bonus opportunity is at 60% of maximum which is a deviation from market practice. The main reasons for support are: * The Company recently listed on the London Stock Exchange and maintains a dual listing on the Toronto Stock Exchange. The CEO's overall remuneration reflects this context. Further alignment with UK norms will be expected in future. * The Company is proposing a number of changes to bring the policy in line with UK norms and expectations.
Endeavour Mining Plc	EDV	United Kingdom	24/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is considered warranted although it is not without concerns: * The CEO's overall package is not in line with UK norms. He received c. USD 22 million for FY2021 (which included a USD 10 million one-off award related to the UK listing). The main reason for support is: * It is noted that the award was announced in the prospectus prior to the Company's UK listing. * The Company's recent listing on the London Stock Exchange, continued listing on the Toronto Stock Exchange and pre-existing remuneration arrangements are noted. * Given quantum under the policy, the stretch of targets and use of discretion will be kept under strict review.
Endeavour Mining Plc	EDV	United Kingdom	24/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Endeavour Mining Plc	EDV	United Kingdom	24/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Endeavour Mining Plc	EDV	United Kingdom	24/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Endeavour Mining Plc	EDV	United Kingdom	24/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Endeavour Mining Plc	EDV	United Kingdom	24/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Endeavour Mining Plc	EDV	United Kingdom	24/05/2022	Elect Director	Re-elect James Askew as Director	For	For	Votes AGAINST incumbent nomination committee member Tertius Zongo are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Endeavour Mining Plc	EDV	United Kingdom	24/05/2022	Elect Director	Re-elect Alison Baker as Director	For	For	Votes AGAINST incumbent nomination committee member Tertius Zongo are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Endeavour Mining Plc	EDV	United Kingdom	24/05/2022	Elect Director	Elect Ian Cockerill as Director	For	For	Votes AGAINST incumbent nomination committee member Tertius Zongo are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Endeavour Mining Plc	EDV	United Kingdom	24/05/2022	Elect Director	Re-elect Livia Mahler as Director	For	For	Votes AGAINST incumbent nomination committee member Tertius Zongo are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Endeavour Mining Plc	EDV	United Kingdom	24/05/2022	Elect Director	Re-elect David Mirman as Director	For	For	Votes AGAINST incumbent nomination committee member Tertius Zongo are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Endeavour Mining Plc	EDV	United Kingdom	24/05/2022	Elect Director	Re-elect Sebastian de Montessus as Director	For	For	Votes AGAINST incumbent nomination committee member Tertius Zongo are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Endeavour Mining Plc	EDV	United Kingdom	24/05/2022	Elect Director	Re-elect Naguib Sawiris as Director	For	For	Votes AGAINST incumbent nomination committee member Tertius Zongo are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Endeavour Mining Plc	EDV	United Kingdom	24/05/2022	Elect Director	Elect Srinivasan Venkatakrishnan as Director	For	For	Votes AGAINST incumbent nomination committee member Tertius Zongo are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Equifax Inc.	EFX	USA	5/05/2022	Elect Director	Elect Director Mark W. Begor	For	For	A vote FOR the director nominees is warranted.
Equifax Inc.	EFX	USA	5/05/2022	Elect Director	Elect Director Mark L. Feider	For	For	A vote FOR the director nominees is warranted.
Equifax Inc.	EFX	USA	5/05/2022	Elect Director	Elect Director G. Thomas Hough	For	For	A vote FOR the director nominees is warranted.
Equifax Inc.	EFX	USA	5/05/2022	Elect Director	Elect Director Robert D. Marcus	For	For	A vote FOR the director nominees is warranted.
Equifax Inc.	EFX	USA	5/05/2022	Elect Director	Elect Director Scott A. McGregor	For	For	A vote FOR the director nominees is warranted.
Equifax Inc.	EFX	USA	5/05/2022	Elect Director	Elect Director John A. McKinley	For	For	A vote FOR the director nominees is warranted.
Equifax Inc.	EFX	USA	5/05/2022	Elect Director	Elect Director Robert W. Salander	For	For	A vote FOR the director nominees is warranted.
Equifax Inc.	EFX	USA	5/05/2022	Elect Director	Elect Director Melissa D. Smith	For	For	A vote FOR the director nominees is warranted.
Equifax Inc.	EFX	USA	5/05/2022	Elect Director	Elect Director Audrey Boone Tillman	For	For	A vote FOR the director nominees is warranted.
Equifax Inc.	EFX	USA	5/05/2022	Elect Director	Elect Director Heather H. Wilson	For	For	A vote FOR the director nominees is warranted.
Equifax Inc.	EFX	USA	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.
Equifax Inc.	EFX	USA	5/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Estia Health Limited	EHE	Australia	11/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted given that there is no material disconnect between pay and performance at this time. In addition, the structure of the LTI is generally in line with market practice and remuneration outcomes are reasonably aligned with the company's performance in FY21. However, while the company did not operate a STI plan in FY21, the KMP was granted a one-off retention incentive award in the form of performance rights that is solely based on a service condition. This is not in line with local market standards.
Estia Health Limited	EHE	Australia	11/11/2021	Elect Director	Elect Karen Penrose as Director	For	For	A vote FOR the re-election of independent non-executive director Karen Penrose (Item 3) is warranted as no material concerns have been identified regarding board and committee composition resulting from her nomination. A vote FOR the re-election of Norah Barlow (Item 4) is warranted because, although Ms Barlow (Item 4) is classified as non-independent given she is the former CEO of the company, the board is majority independent and she does not serve as a member of any of the key board committees.
Estia Health Limited	EHE	Australia	11/11/2021	Elect Director	Elect Norah Barlow as Director	For	For	A vote FOR the re-election of independent non-executive director Karen Penrose (Item 3) is warranted as no material concerns have been identified regarding board and committee composition resulting from her nomination. A vote FOR the re-election of Norah Barlow (Item 4) is warranted because, although Ms Barlow (Item 4) is classified as non-independent given she is the former CEO of the company, the board is majority independent and she does not serve as a member of any of the key board committees.
Estia Health Limited	EHE	Australia	11/11/2021	Approve Share Plan Grant	Approve Grant of Long Term Incentive Performance Rights to Ian Thorley	For	For	A vote FOR this resolution is warranted given that: " The performance requirements for vesting are sufficiently robust and consistent with shareholder interests;" Unvested awards will not be entitled to accrue dividends; and" The performance period is of sufficient three-year duration accepted in the Australian market.

Estia Health Limited	EHE	Australia	11/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted because: "The proposed new constitution includes wording that could permit general meetings to be held by virtual only means;" While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any changes that serve to completely eliminate any physical attendance at meetings. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders;" There is a case for greater flexibility in meeting formats given the current global health pandemic; this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to shareholders from approving this provision at present; and" Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
Edison International	EIX	USA	28/04/2022	Elect Director	Elect Director Jeanne Beliveau-Dunn	For	For	A vote FOR the director nominees is warranted.
Edison International	EIX	USA	28/04/2022	Elect Director	Elect Director Michael C. Camunez	For	For	A vote FOR the director nominees is warranted.
Edison International	EIX	USA	28/04/2022	Elect Director	Elect Director Vanessa C.L. Chang	For	For	A vote FOR the director nominees is warranted.
Edison International	EIX	USA	28/04/2022	Elect Director	Elect Director James T. Morris	For	For	A vote FOR the director nominees is warranted.
Edison International	EIX	USA	28/04/2022	Elect Director	Elect Director Timothy T. O'Toole	For	For	A vote FOR the director nominees is warranted.
Edison International	EIX	USA	28/04/2022	Elect Director	Elect Director Pedro J. Pizarro	For	For	A vote FOR the director nominees is warranted.
Edison International	EIX	USA	28/04/2022	Elect Director	Elect Director Marcy L. Reed	For	For	A vote FOR the director nominees is warranted.
Edison International	EIX	USA	28/04/2022	Elect Director	Elect Director Carey A. Smith	For	For	A vote FOR the director nominees is warranted.
Edison International	EIX	USA	28/04/2022	Elect Director	Elect Director Linda G. Stuntz	For	For	A vote FOR the director nominees is warranted.
Edison International	EIX	USA	28/04/2022	Elect Director	Elect Director Peter J. Taylor	For	For	A vote FOR the director nominees is warranted.
Edison International	EIX	USA	28/04/2022	Elect Director	Elect Director Keith Triest	For	For	A vote FOR the director nominees is warranted.
Edison International	EIX	USA	28/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Edison International	EIX	USA	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. While some concern is noted regarding the majority of the company's equity awards lacking performance conditions, CEO pay and company performance were reasonably aligned during the year in review and the majority of the annual incentive award remains based on clearly disclosed objective performance metrics.
EssilorLuxottica SA	EL	France	25/05/2022	Accept Financial Statements and Statutory Reports	Approve Financial Statements and Statutory Reports	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
EssilorLuxottica SA	EL	France	25/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Directors	For	For	Votes FOR the remuneration policies of the Chairman and the Directors of the Board are warranted as they do not raise any significant concern. Votes FOR the CEO and Vice-CEO's remuneration policies are warranted, although the following concerns are raised: " No cap is provided for the benefits potentially granted to the executives;" Severance agreements for the CEO and Vice-CEO raise several concerns; " The Vice-CEO's employment contract has not been canceled (only suspended); " The CEO's non-compete agreement is irreducible; and " The post mandate LTIP is left to the Board's discretion. The main reason of support is: " If rejected, the company would revert to the previously voted policy that contains the same issues as above.
EssilorLuxottica SA	EL	France	25/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Chairman of the Board	For	For	Votes FOR the remuneration policies of the Chairman and the Directors of the Board are warranted as they do not raise any significant concern. Votes FOR the CEO and Vice-CEO's remuneration policies are warranted, although the following concerns are raised: " No cap is provided for the benefits potentially granted to the executives;" Severance agreements for the CEO and Vice-CEO raise several concerns; " The Vice-CEO's employment contract has not been canceled (only suspended); " The CEO's non-compete agreement is irreducible; and " The post mandate LTIP is left to the Board's discretion. The main reason of support is: " If rejected, the company would revert to the previously voted policy that contains the same issues as above.
EssilorLuxottica SA	EL	France	25/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of CEO	For	For	Votes FOR the remuneration policies of the Chairman and the Directors of the Board are warranted as they do not raise any significant concern. Votes FOR the CEO and Vice-CEO's remuneration policies are warranted, although the following concerns are raised: " No cap is provided for the benefits potentially granted to the executives;" Severance agreements for the CEO and Vice-CEO raise several concerns; " The Vice-CEO's employment contract has not been canceled (only suspended); " The CEO's non-compete agreement is irreducible; and " The post mandate LTIP is left to the Board's discretion. The main reason of support is: " If rejected, the company would revert to the previously voted policy that contains the same issues as above.
EssilorLuxottica SA	EL	France	25/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Vice-CEO	For	For	Votes FOR the remuneration policies of the Chairman and the Directors of the Board are warranted as they do not raise any significant concern. Votes FOR the CEO and Vice-CEO's remuneration policies are warranted, although the following concerns are raised: " No cap is provided for the benefits potentially granted to the executives;" Severance agreements for the CEO and Vice-CEO raise several concerns; " The Vice-CEO's employment contract has not been canceled (only suspended); " The CEO's non-compete agreement is irreducible; and " The post mandate LTIP is left to the Board's discretion. The main reason of support is: " If rejected, the company would revert to the previously voted policy that contains the same issues as above.
EssilorLuxottica SA	EL	France	25/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	Such share buyback programs merit a vote FOR.
EssilorLuxottica SA	EL	France	25/05/2022	Approve Reduction in Share Capital	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.
EssilorLuxottica SA	EL	France	25/05/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Filing of Required Documents/Other Formalities	For	For	A vote FOR this routine item is warranted.
EssilorLuxottica SA	EL	France	25/05/2022	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated Financial Statements and Statutory Reports	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
EssilorLuxottica SA	EL	France	25/05/2022	Approve Allocation of Income and Dividends	Approve Treatment of Losses and Dividends of EUR 2.51 per Share	For	For	A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.
EssilorLuxottica SA	EL	France	25/05/2022	Elect Director	Ratify Appointment of Virginie Mercier Pitre as Director	For	For	A vote FOR the (re)election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members): 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 4).
EssilorLuxottica SA	EL	France	25/05/2022	Approve Special Auditors' Report Regarding Related-Party Transactions	Approve Auditors' Special Report on Related-Party Transactions	For	For	A vote FOR the approval of the Auditors' report on related-party transaction is warranted but not without concern as the company excludes the possibility to reduce the length of the non-competition agreement.
EssilorLuxottica SA	EL	France	25/05/2022	Remuneration-Related	Approve Compensation Report of Corporate Officers	For	For	A vote FOR this remuneration report is warranted, although there is a lack of responsiveness following shareholders' dissent at the previous AGM.
EssilorLuxottica SA	EL	France	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Leonardo Del Vecchio, Chairman of the Board	For	For	Votes FOR these remuneration reports are warranted, although the following concerns are raised: " Limited disclosure is provided with regard to the non-financial levels of achievement of the bonus' criteria; and " The 2018 LTIP vests for the Chairman without being prorated for his time as executive.
EssilorLuxottica SA	EL	France	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Francesco Milleri, CEO	For	For	Votes FOR these remuneration reports are warranted, although the following concerns are raised: " Limited disclosure is provided with regard to the non-financial levels of achievement of the bonus' criteria; and " The 2018 LTIP vests for the Chairman without being prorated for his time as executive.
EssilorLuxottica SA	EL	France	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Paul du Saillant, Vice-CEO	For	For	Votes FOR these remuneration reports are warranted, although the following concerns are raised: " Limited disclosure is provided with regard to the non-financial levels of achievement of the bonus' criteria; and " The 2018 LTIP vests for the Chairman without being prorated for his time as executive.
Elders Limited	ELD	Australia	16/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted because there is no material misalignment of pay and performance and shareholder outcomes for the period under review. The company implemented a number of changes to the remuneration structure and practices during the year in response to shareholder concerns following the 'first strike' at the 2019 AGM.
Elders Limited	ELD	Australia	16/12/2021	Elect Director	Elect Robyn Clubb as Director	For	For	A vote FOR the re-election of Robyn Clubb and the election of Raelene Murphy as directors is warranted as there are no material issues regarding board and committee composition resulting from their election, nor any wider corporate governance issues.
Elders Limited	ELD	Australia	16/12/2021	Elect Director	Elect Raelene Murphy as Director	For	For	A vote FOR the re-election of Robyn Clubb and the election of Raelene Murphy as directors is warranted as there are no material issues regarding board and committee composition resulting from their election, nor any wider corporate governance issues.
Elders Limited	ELD	Australia	16/12/2021	Approve Omnibus Stock Plan	Approve Long-Term Incentive Plan	For	For	A vote FOR approval of the Plan is warranted on the basis that the terms are not problematic or inconsistent with market. The plan establishes a broad framework for grants to be made in the future, and it is expected that grants to an executive director (namely the CEO at this company) would be subject to approval by shareholders. NEDs are not eligible to participate in the plan which is consistent with good corporate governance in this market. Some concerns are raised for the considerable level of board discretion in a change of control event.
Elders Limited	ELD	Australia	16/12/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Mark Charles Allison	For	For	A vote FOR the grant of performance rights to the CEO is warranted given that the structure of the FY22 grant is in line with market practice and improved shareholder interests with: " two performance conditions (relative TSR with a positive TSR requirement and EPS growth) over a three year performance period," a one-year holding lock subject to continued employment, and" no entitlement to dividends on unvested shares during the performance period of the performance rights.
Elisa Oyj	ELISA	Finland	6/04/2022	Open Meeting	Open Meeting			These are routine meeting formalities.
Elisa Oyj	ELISA	Finland	6/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report (Advisory Vote)	For	For	A vote FOR this item is warranted because the presented remuneration report is broadly in line with Finnish market practice. The vote is qualified however, as it would be preferable to obtain further details on performance thresholds and targets under the company's LTIP.
Elisa Oyj	ELISA	Finland	6/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of EUR 130,000 for Chairman, EUR 85,000 for Vice Chairman and the Chairman of the Committees, and EUR 70,000 for Other Directors; Approve Meeting Fees	For	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.
Elisa Oyj	ELISA	Finland	6/04/2022	Fix Number of Directors and/or Auditors	Fix Number of Directors at Nine	For	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board .
Elisa Oyj	ELISA	Finland	6/04/2022	Elect Directors (Bundled)	Reelect Clarisse Berggardh (Vice Chair), Maher Chebbo, Kim Ignatius, Topi Manner, Eva-Lotta Sjostedt, Anssi Vanjoki (Chair) and Antti Vasara as Directors; Elect Katarina Kravi and Pia Kall as New Directors	For	For	A vote FOR this proposal is warranted due to a lack of concern regarding the composition of the board or its committees.
Elisa Oyj	ELISA	Finland	6/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Approve Remuneration of Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Elisa Oyj	ELISA	Finland	6/04/2022	Ratify Auditors	Ratify KPMG as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Elisa Oyj	ELISA	Finland	6/04/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.

Elisa Oyj	ELISA	Finland	6/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of up to 15 Million Shares without Preemptive Rights	For	For	A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.
Elisa Oyj	ELISA	Finland	6/04/2022	Close Meeting	Close Meeting			This is a non-voting formality.
Elisa Oyj	ELISA	Finland	6/04/2022	Call the Meeting to Order	Call the Meeting to Order			These are routine meeting formalities.
Elisa Oyj	ELISA	Finland	6/04/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or Vote Tabulation	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting			These are routine meeting formalities.
Elisa Oyj	ELISA	Finland	6/04/2022	Acknowledge Proper Convening of Meeting	Acknowledge Proper Convening of Meeting			These are routine meeting formalities.
Elisa Oyj	ELISA	Finland	6/04/2022	Prepare and Approve List of Shareholders	Prepare and Approve List of Shareholders			These are routine meeting formalities.
Elisa Oyj	ELISA	Finland	6/04/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports			This is a routine, non-voting item.
Elisa Oyj	ELISA	Finland	6/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Elisa Oyj	ELISA	Finland	6/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 2.05 Per Share	For	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Elisa Oyj	ELISA	Finland	6/04/2022	Approve Discharge of Board and President	Approve Discharge of Board and President	For	For	A vote FOR this proposal is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
ELMO Software Limited	ELO	Australia	23/11/2021	Elect Director	Elect Kate Hill as Director	For	For	A vote FOR this nominee is warranted.
ELMO Software Limited	ELO	Australia	23/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the adoption of the remuneration report is warranted due to: "Insufficient disclosure on the STIs awarded to the executives, which appear excessive and at odds with company performance during FY21;" "Unsubstantiated substantial increases to executives' fixed pay;" "Unacceptable vesting period and insufficiently demanding performance hurdles of incentive awards; and" "Full vesting of incentive grants upon a change of control."
ELMO Software Limited	ELO	Australia	23/11/2021	Approve Restricted Stock Plan	Approve Non-Executive Director Equity Plan	For	For	A vote FOR this resolution is warranted.
ELMO Software Limited	ELO	Australia	23/11/2021	Ratify Auditors	Appoint Grant Thornton Audit Pty Ltd as Auditor of the Company	For	For	A vote FOR this resolution is warranted.
EML Payments Limited	EML	Australia	17/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report (Item 2) is warranted as the CEO pay and performance are sufficiently aligned. STI outcomes were consistent with the company's improved financial performance in FY21. However, concerns exist on the following: "One-third of the LTI awards granted during FY21 was a "one-off retention award" and subject to continued employment only, which is inconsistent with good governance practice as there is no pre-established threshold and targets tied to the award;" "The discretion applied by the board for FY19 LTI vesting outcomes to the benefit of executives; and" "The absence of robust STI disclosure."
EML Payments Limited	EML	Australia	17/11/2021	Elect Director	Elect David Liddy as Director	For	For	A vote FOR the election/re-election of independent non-executive directors David Liddy (Item 3a) and Emma Shand (Item 3b) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
EML Payments Limited	EML	Australia	17/11/2021	Elect Director	Elect Emma Shand as Director	For	For	A vote FOR the election/re-election of independent non-executive directors David Liddy (Item 3a) and Emma Shand (Item 3b) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
EML Payments Limited	EML	Australia	17/11/2021	Approve Stock Option Plan Grants	Approve Grant of Options to Tom Cregan	For	For	A vote FOR the resolution is warranted. The FY21 STI award has already been earned and deferral into equity achieves alignment with financial results and longer-term shareholder interests.
EML Payments Limited	EML	Australia	17/11/2021	Approve Omnibus Stock Plan	Approve the EML Payments Limited Rights Plan	For	For	A vote FOR the approval of the EML Payments Limited Rights Plan (EPLRP) is warranted as the plan establishes the broad framework for equity incentives for employees. Concerns exist as the plan uses indeterminate rights, which are an entitlement to the value of a share which may be satisfied either in cash and/or in shares at the board's discretion which does not align with long-term shareholder interests.
EML Payments Limited	EML	Australia	17/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Tom Cregan	For	For	A vote FOR this resolution is warranted on the basis that no major corporate governance concerns have been identified. The terms of the plan are in accordance with local market practice, and the performance hurdles are reasonably aligned with shareholder interests. Shareholders may have concerns that the value of the grant is higher than the market peers.
Eastman Chemical Company	EMN	USA	5/05/2022	Elect Director	Elect Director Humberto P. Alfonso	For	For	A vote FOR the director nominee is warranted.
Eastman Chemical Company	EMN	USA	5/05/2022	Elect Director	Elect Director Charles K. Stevens, III	For	For	A vote FOR the director nominee is warranted.
Eastman Chemical Company	EMN	USA	5/05/2022	Elect Director	Elect Director Brett D. Beegmann	For	For	A vote FOR the director nominee is warranted.
Eastman Chemical Company	EMN	USA	5/05/2022	Elect Director	Elect Director Mark J. Costa	For	For	A vote FOR the director nominee is warranted.
Eastman Chemical Company	EMN	USA	5/05/2022	Elect Director	Elect Director Edward L. Doheny, II	For	For	A vote FOR the director nominee is warranted.
Eastman Chemical Company	EMN	USA	5/05/2022	Elect Director	Elect Director Julie F. Holder	For	For	A vote FOR the director nominee is warranted.
Eastman Chemical Company	EMN	USA	5/05/2022	Elect Director	Elect Director Renee J. Hornbaker	For	For	A vote FOR the director nominee is warranted.
Eastman Chemical Company	EMN	USA	5/05/2022	Elect Director	Elect Director Kim Ann Mink	For	For	A vote FOR the director nominee is warranted.
Eastman Chemical Company	EMN	USA	5/05/2022	Elect Director	Elect Director James J. O'Brien	For	For	A vote FOR the director nominee is warranted.
Eastman Chemical Company	EMN	USA	5/05/2022	Elect Director	Elect Director David W. Raisbeck	For	For	A vote FOR the director nominee is warranted.
Eastman Chemical Company	EMN	USA	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. The majority of CEO pay is conditioned on objective financial performance metrics, resulting in an alignment between CEO pay and company performance for the year in review.
Eastman Chemical Company	EMN	USA	5/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Eastman Chemical Company	EMN	USA	5/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 25 percent to 10 percent would enhance shareholders' rights.
Emerson Electric Co.	EMR	USA	1/02/2022	Elect Director	Elect Director Joshua B. Bolten	For	For	A vote FOR Corporate Governance and Nominating Committee Chair Joshua Bolten is warranted, with caution. The company's governing documents continue to prohibit shareholders from amending the bylaws. A vote FOR the remaining directors is warranted.
Emerson Electric Co.	EMR	USA	1/02/2022	Elect Director	Elect Director William H. Easter, III	For	For	A vote FOR Corporate Governance and Nominating Committee Chair Joshua Bolten is warranted, with caution. The company's governing documents continue to prohibit shareholders from amending the bylaws. A vote FOR the remaining directors is warranted.
Emerson Electric Co.	EMR	USA	1/02/2022	Elect Director	Elect Director Surendralal (Lal) L. Karsanbhai	For	For	A vote FOR Corporate Governance and Nominating Committee Chair Joshua Bolten is warranted, with caution. The company's governing documents continue to prohibit shareholders from amending the bylaws. A vote FOR the remaining directors is warranted.
Emerson Electric Co.	EMR	USA	1/02/2022	Elect Director	Elect Director Lori M. Lee	For	For	A vote FOR Corporate Governance and Nominating Committee Chair Joshua Bolten is warranted, with caution. The company's governing documents continue to prohibit shareholders from amending the bylaws. A vote FOR the remaining directors is warranted.
Emerson Electric Co.	EMR	USA	1/02/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Emerson Electric Co.	EMR	USA	1/02/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. While concerns are noted about the discretionary nature of the annual incentive awards and the NEOs' entirely time-based retention awards, pay and performance are reasonably aligned at this time.
Enbridge Inc.	ENB	Canada	4/05/2022	Elect Director	Elect Director Mayank M. Ashar	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * WITHHOLD votes for board chair Gregory (Greg) Ebel are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining proposed nominees as no significant concerns have been identified at this time.
Enbridge Inc.	ENB	Canada	4/05/2022	Elect Director	Elect Director S. Jane Rowe	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * WITHHOLD votes for board chair Gregory (Greg) Ebel are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining proposed nominees as no significant concerns have been identified at this time.
Enbridge Inc.	ENB	Canada	4/05/2022	Elect Director	Elect Director Dan C. Tutcher	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * WITHHOLD votes for board chair Gregory (Greg) Ebel are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining proposed nominees as no significant concerns have been identified at this time.
Enbridge Inc.	ENB	Canada	4/05/2022	Elect Director	Elect Director Steven W. Williams	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * WITHHOLD votes for board chair Gregory (Greg) Ebel are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining proposed nominees as no significant concerns have been identified at this time.
Enbridge Inc.	ENB	Canada	4/05/2022	Elect Director	Elect Director Gaurdie E. Banister	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * WITHHOLD votes for board chair Gregory (Greg) Ebel are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining proposed nominees as no significant concerns have been identified at this time.
Enbridge Inc.	ENB	Canada	4/05/2022	Elect Director	Elect Director Pamela L. Carter	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * WITHHOLD votes for board chair Gregory (Greg) Ebel are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining proposed nominees as no significant concerns have been identified at this time.

Enbridge Inc.	ENB	Canada	4/05/2022	Elect Director	Elect Director Susan M. Cunningham	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * WITHHOLD votes for board chair Gregory (Greg) Ebel are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining proposed nominees as no significant concerns have been identified at this time.
Enbridge Inc.	ENB	Canada	4/05/2022	Elect Director	Elect Director Gregory L. Ebel	Withhold	Withhold	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * WITHHOLD votes for board chair Gregory (Greg) Ebel are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining proposed nominees as no significant concerns have been identified at this time.
Enbridge Inc.	ENB	Canada	4/05/2022	Elect Director	Elect Director Jason B. Few	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * WITHHOLD votes for board chair Gregory (Greg) Ebel are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining proposed nominees as no significant concerns have been identified at this time.
Enbridge Inc.	ENB	Canada	4/05/2022	Elect Director	Elect Director Teresa S. Madden	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * WITHHOLD votes for board chair Gregory (Greg) Ebel are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining proposed nominees as no significant concerns have been identified at this time.
Enbridge Inc.	ENB	Canada	4/05/2022	Elect Director	Elect Director Al Monaco	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * WITHHOLD votes for board chair Gregory (Greg) Ebel are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining proposed nominees as no significant concerns have been identified at this time.
Enbridge Inc.	ENB	Canada	4/05/2022	Elect Director	Elect Director Stephen S. Poloz	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * WITHHOLD votes for board chair Gregory (Greg) Ebel are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining proposed nominees as no significant concerns have been identified at this time.
Enbridge Inc.	ENB	Canada	4/05/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (11 percent) were reasonable relative to total fees paid to the auditor.
Enbridge Inc.	ENB	Canada	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote on Executive Compensation Approach	For	For	Vote FOR this non-binding advisory vote as there are no significant issues at this time.
Enbridge Inc.	ENB	Canada	4/05/2022	GHG Emissions	Strengthen the Company's Net Zero Commitment with a Science-Based Net Zero Target	For	For	A vote FOR this proposal is warranted, as enhancing the company's current commitments to net zero activities will help ensure stronger alignment between the company's net zero goals and its policies and actions. Adoption of the resolution would also provide shareholders with a better understanding of the company's management and oversight of related risks.
Eri SpA	ENI	Italy	11/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR item 1 is warranted due to a lack of concern regarding the accounts presented or audit procedures used. A vote FOR item 2 is warranted because the resulting payout ratio is acceptable.
Eri SpA	ENI	Italy	11/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income	For	For	A vote FOR item 1 is warranted due to a lack of concern regarding the accounts presented or audit procedures used. A vote FOR item 2 is warranted because the resulting payout ratio is acceptable.
Eri SpA	ENI	Italy	11/05/2022	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For	The share buyback proposed under Item 3 respects the 10 percent repurchase limit, but slightly exceeds the 10 percent holding limit (10.89 percent as worst-case scenario). A contentious FOR for this authorization is warranted even if the holding limit is slightly exceeded because the company has not a history of excessive or problematic buybacks as well as the buyback is aligned to the company's policy to remunerate its shareholders https://www.eni.com/en-IT/investors/2022-shareholders-remuneration.html . Furthermore, the company is asking (under Item 8) an authorization to cancel treasury shares and when that will occur the holding limit will also be respected.
Eri SpA	ENI	Italy	11/05/2022	Approve/Amend Regulations on General Meetings	Amend Regulations on General Meetings	For	For	These amendments warrant a vote FOR because the company has applied good disclosure practice.
Eri SpA	ENI	Italy	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Second Section of the Remuneration Report	For	For	This item warrants a vote FOR because the 2021 compensation practices of the company are well described and do not contravene good market standards. However, this is not without highlighting that the level of responsiveness has been mixed.
Eri SpA	ENI	Italy	11/05/2022	Approve Special/Interim Dividends	Authorize Use of Available Reserves for Dividend Distribution	For	For	A vote FOR this item is warranted due to a lack of concerns about the company's use of its reserves. This is not without highlighting that the company continues to dip into reserves to remunerate shareholders.
Eri SpA	ENI	Italy	11/05/2022	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Authorize Capitalization of Reserves for Dividend Distribution	For	For	This item warrants a vote FOR because the underlying proposal is supported by a valid rationale.
Eri SpA	ENI	Italy	11/05/2022	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	For	For	The share buyback proposed under Item 3 respects the 10 percent repurchase limit, but slightly exceeds the 10 percent holding limit (10.89 percent as worst-case scenario). A contentious FOR for this authorization is warranted even if the holding limit is slightly exceeded because the company has not a history of excessive or problematic buybacks as well as the buyback is aligned to the company's policy to remunerate its shareholders https://www.eni.com/en-IT/investors/2022-shareholders-remuneration.html . Furthermore, the company is asking (under Item 8) an authorization to cancel treasury shares and when that will occur the holding limit will also be respected.
Eri SpA	ENI	Italy	11/05/2022	Deliberations on Possible Legal Action Against Directors/Internal Auditors	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	Against	This item warrants a vote AGAINST due to the lack of disclosure regarding the proposed deliberation.
Enphase Energy, Inc.	ENPH	USA	18/05/2022	Elect Director	Elect Director Steven J. Gomo	For	For	A vote FOR the director nominee is warranted.
Enphase Energy, Inc.	ENPH	USA	18/05/2022	Elect Director	Elect Director Thurman John "T.J." Rodgers	For	For	A vote FOR the director nominee is warranted.
Enphase Energy, Inc.	ENPH	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. Although the majority of long-term incentives use performance metrics to determine vesting, the stock price metric utilized by the PRSUs in the prior year was removed, resulting in the PRSUs being entirely based on undisclosed goals. Actual performance was also not disclosed, limiting investors' ability to assess the rigor of performance targets for the earned portion. Long-term incentives also continued to use a one-year performance period, limiting the long-term nature of the program. Further, the value of the NEOs' equity awards increased significantly in FY21, and the rationale provided in a supplemental filing was not considered to be compelling.
Enphase Energy, Inc.	ENPH	USA	18/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Siemens Energy AG	ENR	Germany	24/02/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports for Fiscal Year 2020/21 (Non-Voting)	For	For	This is a non-voting item.
Siemens Energy AG	ENR	Germany	24/02/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 0.10 per Share	For	For	A vote FOR this resolution is warranted.
Siemens Energy AG	ENR	Germany	24/02/2022	Approve Discharge of Management Board	Approve Discharge of Management Board Member Christian Bruch for Fiscal Year 2020/21	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Siemens Energy AG	ENR	Germany	24/02/2022	Approve Discharge of Management Board	Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2020/21	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Siemens Energy AG	ENR	Germany	24/02/2022	Approve Discharge of Management Board	Approve Discharge of Management Board Member Jochen Eickholt for Fiscal Year 2020/21	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Siemens Energy AG	ENR	Germany	24/02/2022	Approve Discharge of Management Board	Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2020/21	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Siemens Energy AG	ENR	Germany	24/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2020/21	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Siemens Energy AG	ENR	Germany	24/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2020/21	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Siemens Energy AG	ENR	Germany	24/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Ruediger Gross for Fiscal Year 2020/21	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Siemens Energy AG	ENR	Germany	24/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Horst Hakeberg for Fiscal Year 2020/21	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Siemens Energy AG	ENR	Germany	24/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2020/21	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Siemens Energy AG	ENR	Germany	24/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Hildegard Mueller for Fiscal Year 2020/21	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Siemens Energy AG	ENR	Germany	24/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2020/21	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Siemens Energy AG	ENR	Germany	24/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2020/21	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Siemens Energy AG	ENR	Germany	24/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2020/21	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Siemens Energy AG	ENR	Germany	24/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2020/21	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.

Siemens Energy AG	ENR	Germany	24/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2020/21	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Siemens Energy AG	ENR	Germany	24/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2020/21	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Siemens Energy AG	ENR	Germany	24/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Randy Zwirn for Fiscal Year 2020/21	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Siemens Energy AG	ENR	Germany	24/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2020/21	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Siemens Energy AG	ENR	Germany	24/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Guenter Augustgast for Fiscal Year 2020/21	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Siemens Energy AG	ENR	Germany	24/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2020/21	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Siemens Energy AG	ENR	Germany	24/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Christine Bortenlaenger for Fiscal Year 2020/21	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Siemens Energy AG	ENR	Germany	24/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2020/21	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Siemens Energy AG	ENR	Germany	24/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2020/21	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Siemens Energy AG	ENR	Germany	24/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2020/21	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Siemens Energy AG	ENR	Germany	24/02/2022	Ratify Auditors	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021/22	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Siemens Energy AG	ENR	Germany	24/02/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is recommended because: " The company's remuneration report is broadly in line with best practice standards in Germany and no significant concerns are noted.
Entain Plc	ENT	Isle of Man	24/06/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Entain Plc	ENT	Isle of Man	24/06/2022	Elect Director	Re-elect Rob Wood as Director	For	For	Votes AGAINST incumbent Nominating Committee chair John Gibson are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Entain Plc	ENT	Isle of Man	24/06/2022	Elect Director	Re-elect Jette Nygaard-Andersen as Director	For	For	Votes AGAINST incumbent Nominating Committee chair John Gibson are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Entain Plc	ENT	Isle of Man	24/06/2022	Elect Director	Re-elect Barry Gibson as Director	Against	Against	Votes AGAINST incumbent Nominating Committee chair John Gibson are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Entain Plc	ENT	Isle of Man	24/06/2022	Elect Director	Re-elect Pierre Bouchut as Director	For	For	Votes AGAINST incumbent Nominating Committee chair John Gibson are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Entain Plc	ENT	Isle of Man	24/06/2022	Elect Director	Re-elect Virginia McDowell as Director	For	For	Votes AGAINST incumbent Nominating Committee chair John Gibson are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Entain Plc	ENT	Isle of Man	24/06/2022	Approve/Amend All Employee Share Schemes	Approve Free Share Plan	For	For	A vote FOR this item is considered warranted as no material concerns have been identified.
Entain Plc	ENT	Isle of Man	24/06/2022	Approve Qualified Employee Stock Purchase Plan	Approve Employee Share Purchase Plan	For	For	A vote FOR this plan is warranted because it is broad-based and no corporate governance concerns have been identified.
Entain Plc	ENT	Isle of Man	24/06/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Entain Plc	ENT	Isle of Man	24/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Entain Plc	ENT	Isle of Man	24/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Entain Plc	ENT	Isle of Man	24/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is considered warranted, although it is not without concerns on account of: " The CEO's 9.3% salary increase. The main reasons for support are: " The Committee's explanation is acknowledged. " No further material concerns are raised.
Entain Plc	ENT	Isle of Man	24/06/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Entain Plc	ENT	Isle of Man	24/06/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this resolution is considered warranted at this time.
Entain Plc	ENT	Isle of Man	24/06/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Entain Plc	ENT	Isle of Man	24/06/2022	Elect Director	Re-elect David Satz as Director	For	For	Votes AGAINST incumbent Nominating Committee chair John Gibson are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Entain Plc	ENT	Isle of Man	24/06/2022	Elect Director	Re-elect Robert Hoskin as Director	For	For	Votes AGAINST incumbent Nominating Committee chair John Gibson are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Entain Plc	ENT	Isle of Man	24/06/2022	Elect Director	Re-elect Stella David as Director	For	For	Votes AGAINST incumbent Nominating Committee chair John Gibson are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Entain Plc	ENT	Isle of Man	24/06/2022	Elect Director	Re-elect Vicky Jarman as Director	For	For	Votes AGAINST incumbent Nominating Committee chair John Gibson are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Entain Plc	ENT	Isle of Man	24/06/2022	Elect Director	Re-elect Mark Gregory as Director	For	For	Votes AGAINST incumbent Nominating Committee chair John Gibson are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
EOG Resources, Inc.	EOG	USA	20/04/2022	Elect Director	Elect Director Janet F. Clark	For	For	Votes AGAINST William Thomas and James Day are warranted, given the company's inadequate GHG emissions reduction targets, which raises significant concerns regarding board oversight and management of climate risks at the company. A vote FOR the other director nominees is warranted.
EOG Resources, Inc.	EOG	USA	20/04/2022	Elect Director	Elect Director Charles R. Crisp	For	For	Votes AGAINST William Thomas and James Day are warranted, given the company's inadequate GHG emissions reduction targets, which raises significant concerns regarding board oversight and management of climate risks at the company. A vote FOR the other director nominees is warranted.
EOG Resources, Inc.	EOG	USA	20/04/2022	Elect Director	Elect Director Robert P. Daniels	For	For	Votes AGAINST William Thomas and James Day are warranted, given the company's inadequate GHG emissions reduction targets, which raises significant concerns regarding board oversight and management of climate risks at the company. A vote FOR the other director nominees is warranted.
EOG Resources, Inc.	EOG	USA	20/04/2022	Elect Director	Elect Director James C. Day	Against	Against	Votes AGAINST William Thomas and James Day are warranted, given the company's inadequate GHG emissions reduction targets, which raises significant concerns regarding board oversight and management of climate risks at the company. A vote FOR the other director nominees is warranted.
EOG Resources, Inc.	EOG	USA	20/04/2022	Elect Director	Elect Director C. Christopher Gaut	For	For	Votes AGAINST William Thomas and James Day are warranted, given the company's inadequate GHG emissions reduction targets, which raises significant concerns regarding board oversight and management of climate risks at the company. A vote FOR the other director nominees is warranted.
EOG Resources, Inc.	EOG	USA	20/04/2022	Elect Director	Elect Director Michael T. Kerr	For	For	Votes AGAINST William Thomas and James Day are warranted, given the company's inadequate GHG emissions reduction targets, which raises significant concerns regarding board oversight and management of climate risks at the company. A vote FOR the other director nominees is warranted.
EOG Resources, Inc.	EOG	USA	20/04/2022	Elect Director	Elect Director Julie J. Robertson	For	For	Votes AGAINST William Thomas and James Day are warranted, given the company's inadequate GHG emissions reduction targets, which raises significant concerns regarding board oversight and management of climate risks at the company. A vote FOR the other director nominees is warranted.
EOG Resources, Inc.	EOG	USA	20/04/2022	Elect Director	Elect Director Donald F. Textor	For	For	Votes AGAINST William Thomas and James Day are warranted, given the company's inadequate GHG emissions reduction targets, which raises significant concerns regarding board oversight and management of climate risks at the company. A vote FOR the other director nominees is warranted.
EOG Resources, Inc.	EOG	USA	20/04/2022	Elect Director	Elect Director William R. Thomas	Against	Against	Votes AGAINST William Thomas and James Day are warranted, given the company's inadequate GHG emissions reduction targets, which raises significant concerns regarding board oversight and management of climate risks at the company. A vote FOR the other director nominees is warranted.
EOG Resources, Inc.	EOG	USA	20/04/2022	Elect Director	Elect Director Ezra Y. Yacob	For	For	Votes AGAINST William Thomas and James Day are warranted, given the company's inadequate GHG emissions reduction targets, which raises significant concerns regarding board oversight and management of climate risks at the company. A vote FOR the other director nominees is warranted.
EOG Resources, Inc.	EOG	USA	20/04/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
EOG Resources, Inc.	EOG	USA	20/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although there is a structural concern with the LTI design, a vote FOR this proposal is warranted as pay and performance are reasonably aligned.
EPAM Systems, Inc.	EPAM	USA	2/06/2022	Elect Director	Elect Director Richard Michael Mayoras	For	For	A vote FOR the director nominees is warranted.
EPAM Systems, Inc.	EPAM	USA	2/06/2022	Elect Director	Elect Director Karl Robb	For	For	A vote FOR the director nominees is warranted.
EPAM Systems, Inc.	EPAM	USA	2/06/2022	Elect Director	Elect Director Helen Shan	For	For	A vote FOR the director nominees is warranted.
EPAM Systems, Inc.	EPAM	USA	2/06/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
EPAM Systems, Inc.	EPAM	USA	2/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although there is some concern given the lack of performance-based equity, a vote FOR this proposal is warranted given that pay and performance are reasonably aligned at this time.
EPAM Systems, Inc.	EPAM	USA	2/06/2022	Amend Non-Employee Director Omnibus Stock Plan	Amend Non-Employee Director Omnibus Stock Plan	For	For	A vote FOR this proposal is warranted. Although the estimated shareholder value transfer of the equity compensation program exceeds the Sustainability Advisory Services Benchmark, the qualitative review of director compensation indicates that the director compensation program exhibits positive features that sufficiently align the interests of directors and shareholders and mitigate risk.
Epiroc AB	EPI.A	Sweden	25/04/2022	Elect Chairman of Meeting	Elect Chairman of Meeting	For	For	These are routine meeting formalities.
Epiroc AB	EPI.A	Sweden	25/04/2022	Elect Director	Elect Anthea Bath as New Director	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Epiroc AB	EPI.A	Sweden	25/04/2022	Elect Director	Reelect Lennart Evrell as Director	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Epiroc AB	EPI.A	Sweden	25/04/2022	Elect Director	Reelect Johan Forssell as Director	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Epiroc AB	EPI.A	Sweden	25/04/2022	Elect Director	Reelect Helena Hedblom as Director	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.

Epiroc AB	EPI.A	Sweden	25/04/2022	Elect Director	Reelect Jeanne Hull as Director	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Epiroc AB	EPI.A	Sweden	25/04/2022	Elect Director	Reelect Ronnie Leten as Director	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Epiroc AB	EPI.A	Sweden	25/04/2022	Elect Director	Reelect Ulla Litzen as Director	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Epiroc AB	EPI.A	Sweden	25/04/2022	Elect Director	Reelect Sigurd Mareels as Director	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Epiroc AB	EPI.A	Sweden	25/04/2022	Elect Director	Reelect Astrid Skarheim Onsum as Director	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Epiroc AB	EPI.A	Sweden	25/04/2022	Elect Board Chairman/Vice-Chairman	Reelect Ronnie Leten as Board Chair	For	For	A vote FOR this item is warranted because there are no concerns with the election of Ronnie Leten as board chairman.
Epiroc AB	EPI.A	Sweden	25/04/2022	Ratify Auditors	Ratify Ernst & Young as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Epiroc AB	EPI.A	Sweden	25/04/2022	Elect Director	Reelect Anders Ullberg as Director	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Epiroc AB	EPI.A	Sweden	25/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of SEK 2.47 Million for Chair and SEK 775,000 for Other Directors; Approve Partly Remuneration in Synthetic Shares; Approve Remuneration for Committee Work	For	For	A vote FOR this item is warranted because the proposed director fees do not significantly deviate from the average level of fees in this market, and the proposed increase in fees is justified by the company.
Epiroc AB	EPI.A	Sweden	25/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Approve Remuneration of Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Epiroc AB	EPI.A	Sweden	25/04/2022	Approve Executive Share Option Plan	Approve Stock Option Plan 2022 for Key Employees	For	For	A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.
Epiroc AB	EPI.A	Sweden	25/04/2022	Approve Equity Plan Financing	Approve Equity Plan Financing Through Repurchase of Class A Shares	For	For	Votes FOR these proposals are warranted because they: * Concern the funding and allocation of shares for the 2022 employee incentive program which warrants support as it is structurally sound with regard to vesting, dilution, exercise price, and matching ratio; * Concern the funding of already outstanding plans which are all structurally sound.
Epiroc AB	EPI.A	Sweden	25/04/2022	Approve Equity Plan Financing	Approve Repurchase of Shares to Pay 50 Percent of Director's Remuneration in Synthetic Shares	For	For	Votes FOR these proposals are warranted because they: * Concern the funding and allocation of shares for the 2022 employee incentive program which warrants support as it is structurally sound with regard to vesting, dilution, exercise price, and matching ratio; * Concern the funding of already outstanding plans which are all structurally sound.
Epiroc AB	EPI.A	Sweden	25/04/2022	Approve Equity Plan Financing	Approve Equity Plan Financing Through Transfer of Class A Shares to Participants	For	For	Votes FOR these proposals are warranted because they: * Concern the funding and allocation of shares for the 2022 employee incentive program which warrants support as it is structurally sound with regard to vesting, dilution, exercise price, and matching ratio; * Concern the funding of already outstanding plans which are all structurally sound.
Epiroc AB	EPI.A	Sweden	25/04/2022	Approve Equity Plan Financing	Approve Sale of Class A Shares to Finance Director Remuneration in Synthetic Shares	For	For	Votes FOR these proposals are warranted because they: * Concern the funding and allocation of shares for the 2022 employee incentive program which warrants support as it is structurally sound with regard to vesting, dilution, exercise price, and matching ratio; * Concern the funding of already outstanding plans which are all structurally sound.
Epiroc AB	EPI.A	Sweden	25/04/2022	Approve Equity Plan Financing	Approve Sale of Class A Shares to Finance Stock Option Plan 2016, 2017, 2018 and 2019	For	For	Votes FOR these proposals are warranted because they: * Concern the funding and allocation of shares for the 2022 employee incentive program which warrants support as it is structurally sound with regard to vesting, dilution, exercise price, and matching ratio; * Concern the funding of already outstanding plans which are all structurally sound.
Epiroc AB	EPI.A	Sweden	25/04/2022	Elect Member of Nominating Committee	Approve Nominating Committee Procedures	For	For	A vote FOR the approval of the procedure for the appointment of a nominating committee is warranted due to the local market practice of including non-board members in the nominating committee.
Epiroc AB	EPI.A	Sweden	25/04/2022	Close Meeting	Close Meeting	For	For	This is a non-voting formality.
Epiroc AB	EPI.A	Sweden	25/04/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or Vote Tabulation	Designate Inspector(s) of Minutes of Meeting	For	For	These are routine meeting formalities.
Epiroc AB	EPI.A	Sweden	25/04/2022	Prepare and Approve List of Shareholders	Prepare and Approve List of Shareholders	For	For	These are routine meeting formalities.
Epiroc AB	EPI.A	Sweden	25/04/2022	Approve Minutes of Previous Meeting	Approve Agenda of Meeting	For	For	These are routine meeting formalities.
Epiroc AB	EPI.A	Sweden	25/04/2022	Acknowledge Proper Convening of Meeting	Acknowledge Proper Convening of Meeting	For	For	These are routine meeting formalities.
Epiroc AB	EPI.A	Sweden	25/04/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports	For	For	These are routine, non-voting items.
Epiroc AB	EPI.A	Sweden	25/04/2022	Receive/Approve Report/Announcement	Receive President's Report	For	For	These are routine, non-voting items.
Epiroc AB	EPI.A	Sweden	25/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Epiroc AB	EPI.A	Sweden	25/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Lennart Evrell	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Epiroc AB	EPI.A	Sweden	25/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Niclas Bergstrom	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Epiroc AB	EPI.A	Sweden	25/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Gustav El Rachidi	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Epiroc AB	EPI.A	Sweden	25/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Kristina Kanestad	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Epiroc AB	EPI.A	Sweden	25/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Daniel Rundgren	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Epiroc AB	EPI.A	Sweden	25/04/2022	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of CEO Helena Hedblom	For	For	A vote FOR this proposal is warranted as there is no evidence that CEO Helena Hedblom has not fulfilled her fiduciary duties.
Epiroc AB	EPI.A	Sweden	25/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Johan Forsstell	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Epiroc AB	EPI.A	Sweden	25/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Helena Hedblom (as Board Member)	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Epiroc AB	EPI.A	Sweden	25/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Jeanne Hull	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Epiroc AB	EPI.A	Sweden	25/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Ronnie Leten	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Epiroc AB	EPI.A	Sweden	25/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Ulla Litzen	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Epiroc AB	EPI.A	Sweden	25/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Sigurd Mareels	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Epiroc AB	EPI.A	Sweden	25/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Astrid Skarheim Onsum	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Epiroc AB	EPI.A	Sweden	25/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Anders Ullberg	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Epiroc AB	EPI.A	Sweden	25/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of SEK 3 Per Share	For	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Epiroc AB	EPI.A	Sweden	25/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is warranted because the proposed remuneration report is generally well described and mostly does not contravene good European executive remuneration practice. However, support is qualified due to the lack of disclosure on the ex-post STI and LTI targets, as well as on the provisions of equity treatment upon termination.
Epiroc AB	EPI.A	Sweden	25/04/2022	Fix Number of Directors and/or Auditors	Determine Number of Members (10) and Deputy Members of Board	For	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.
Epiroc AB	EPI.A	Sweden	25/04/2022	Fix Number of Directors and/or Auditors	Determine Number of Auditors (1) and Deputy Auditors	For	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the number of auditors.
Equinix, Inc.	EQIX	USA	25/05/2022	Elect Director	Elect Director Nanci Caldwell	For	For	A vote FOR the director nominees is warranted.
Equinix, Inc.	EQIX	USA	25/05/2022	Elect Director	Elect Director Adaire Fox-Martin	For	For	A vote FOR the director nominees is warranted.
Equinix, Inc.	EQIX	USA	25/05/2022	Elect Director	Elect Director Ron Guerrier	For	For	A vote FOR the director nominees is warranted.
Equinix, Inc.	EQIX	USA	25/05/2022	Elect Director	Elect Director Gary Hromadko	For	For	A vote FOR the director nominees is warranted.
Equinix, Inc.	EQIX	USA	25/05/2022	Elect Director	Elect Director Irving Lyons, III	For	For	A vote FOR the director nominees is warranted.
Equinix, Inc.	EQIX	USA	25/05/2022	Elect Director	Elect Director Charles Meyers	For	For	A vote FOR the director nominees is warranted.
Equinix, Inc.	EQIX	USA	25/05/2022	Elect Director	Elect Director Christopher Paisley	For	For	A vote FOR the director nominees is warranted.
Equinix, Inc.	EQIX	USA	25/05/2022	Elect Director	Elect Director Sandra Rivera	For	For	A vote FOR the director nominees is warranted.
Equinix, Inc.	EQIX	USA	25/05/2022	Elect Director	Elect Director Peter Van Camp	For	For	A vote FOR the director nominees is warranted.
Equinix, Inc.	EQIX	USA	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are based entirely on financial performance, and the majority of long-term equity awards are performance-based, with a portion utilizing a multi-year performance period. However, the majority of performance-based equity awards utilized the same metrics, goals and performance period as the annual incentive program. In addition, the relative TSR awards target the median and lack a payout cap for negative TSR results.

Equinix, Inc.	EQIX	USA	25/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Equinix, Inc.	EQIX	USA	25/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right.
Equinor ASA	EQNR	Norway	11/05/2022	Open Meeting	Open Meeting			These are routine meeting formalities.
Equinor ASA	EQNR	Norway	11/05/2022	Management Climate-Related Proposal	Approve Company's Energy Transition Plan (Advisory Vote)	Against	Against	A vote AGAINST this item is warranted because: " While the company aims to be a net-zero energy business by 2050, its proposed transition plan is highly dependent on (1) intensity rather than absolute reduction targets and (2) policy makers to enable reductions in scope 3 emissions. " The company is planning to continue the expansion of its Oil & Gas production between 2021 and 2026, which severely undermines the credibility of the plan as a whole.
Equinor ASA	EQNR	Norway	11/05/2022	Climate Change Action	Instruct Company to Set Short, Medium, and Long-Term Targets for Greenhouse Gas (GHG) Emissions of the Company's Operations and the Use of Energy Products	For	For	A vote FOR this proposal is warranted as the proposal, without being too prescriptive in nature, aims to bring the bring strengthening features in the form of absolute reduction targets to the company's proposed transition plan under item 10.
Equinor ASA	EQNR	Norway	11/05/2022	Climate Change Action	Introduce a Climate Target Agenda and Emission Reduction Plan	For	For	A vote FOR this proposal is warranted as the proposal, without being too prescriptive in nature, aims to bring the bring strengthening features in the form of absolute reduction targets to the company's proposed transition plan under item 10.
Equinor ASA	EQNR	Norway	11/05/2022	Miscellaneous Proposal -- Environmental & Social	Establish a State Restructuring Fund for Employees who Working in the Oil Sector	Against	Against	A vote AGAINST this proposal is warranted as the company appears to be taking sufficient measures to address the concerns raised through its commitments to a just energy transition, as outlined in the company's energy transition plan.
Equinor ASA	EQNR	Norway	11/05/2022	Climate Change Action	Instruct Company to Stop all Oil and Gas Exploration in the Norwegian Sector of the Barents Sea	Against	Against	A vote AGAINST these proposals is warranted as they are deemed overly prescriptive in nature and as they entail significant implications for the current business. The board of directors is considered to be in the best position to make decisions on resolutions of this kind.
Equinor ASA	EQNR	Norway	11/05/2022	Climate Change Action	Instruct Company to Stop all Exploration Activity and Test Drilling for Fossil Energy Resources	Against	Against	A vote AGAINST these proposals is warranted as they are deemed overly prescriptive in nature and as they entail significant implications for the current business. The board of directors is considered to be in the best position to make decisions on resolutions of this kind.
Equinor ASA	EQNR	Norway	11/05/2022	Climate Change Action	Increase Investments in Renewable Energy, Stop New Exploration in Barents Sea, Discontinue International Activities and Develop a Plan for Gradual Closure of the Oil Industry	Against	Against	A vote AGAINST these proposals is warranted as they are deemed overly prescriptive in nature and as they entail significant implications for the current business. The board of directors is considered to be in the best position to make decisions on resolutions of this kind.
Equinor ASA	EQNR	Norway	11/05/2022	Renewable Energy	Instruct Board to Present a Strategy for Real Business Transformation to Sustainable Energy Production	Against	Against	A vote AGAINST these proposals is warranted as they are deemed overly prescriptive in nature and as they entail significant implications for the current business. The board of directors is considered to be in the best position to make decisions on resolutions of this kind.
Equinor ASA	EQNR	Norway	11/05/2022	Climate Change Action	Instruct Company to Divest all International Operations, First Within Renewable Energy, then Within Petroleum Production	Against	Against	A vote AGAINST this proposal is warranted as the resolution is prescriptive and does not provide sufficient argument to how this would improve the company's profits or reduce the risks.
Equinor ASA	EQNR	Norway	11/05/2022	Company-Specific -- Miscellaneous	Action Plan For Quality Assurance and Anti-Corruption	Against	Against	A vote AGAINST this proposal is warranted as the resolution is prescriptive and does not provide sufficient arguments or any proposed solutions for the shareholders' concerns.
Equinor ASA	EQNR	Norway	11/05/2022	Prepare and Approve List of Shareholders	Registration of Attending Shareholders and Proxies			These are routine meeting formalities.
Equinor ASA	EQNR	Norway	11/05/2022	Discuss/Approve Company's Corporate Governance Structure/Statement	Approve Company's Corporate Governance Statement	For	For	A vote FOR this item is warranted, as it concerns the presentation of a routine report.
Equinor ASA	EQNR	Norway	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Statement (Advisory)	For	For	A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice.
Equinor ASA	EQNR	Norway	11/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Approve Remuneration of Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Equinor ASA	EQNR	Norway	11/05/2022	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	Elect Members and Deputy Members of Corporate Assembly	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Equinor ASA	EQNR	Norway	11/05/2022	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	Reelect Jarle Roth (Chair) as Member of Corporate Assembly	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Equinor ASA	EQNR	Norway	11/05/2022	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	Elect Merete Hverven as New Member of Corporate Assembly	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Equinor ASA	EQNR	Norway	11/05/2022	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	Elect Helge Aasen as New Member of Corporate Assembly	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Equinor ASA	EQNR	Norway	11/05/2022	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	Elect Liv B. Ulriksen as New Member of Corporate Assembly	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Equinor ASA	EQNR	Norway	11/05/2022	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	Elect Per Axel Koch as New Deputy Member of Corporate Assembly	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Equinor ASA	EQNR	Norway	11/05/2022	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	Elect Catrine Kristiseter Mari as New Deputy Member of Corporate Assembly	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Equinor ASA	EQNR	Norway	11/05/2022	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	Elect Nils Morten Huseby as New Deputy Member of Corporate Assembly	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Equinor ASA	EQNR	Norway	11/05/2022	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	Reelect Nina Kiviervi Jonassen as Deputy Member of Corporate Assembly	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Equinor ASA	EQNR	Norway	11/05/2022	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	Reelect Nils Bastiansen (Deputy Chair) as Member of Corporate Assembly	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Equinor ASA	EQNR	Norway	11/05/2022	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	Reelect Finn Kinserdal as Member of Corporate Assembly	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Equinor ASA	EQNR	Norway	11/05/2022	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	Reelect Karl Skeidsvoll Moe as Member of Corporate Assembly	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Equinor ASA	EQNR	Norway	11/05/2022	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	Reelect Kjerstin Rasmussen Braathen as Member of Corporate Assembly	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Equinor ASA	EQNR	Norway	11/05/2022	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	Reelect Kjerstin Fyllingen as Member of Corporate Assembly	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Equinor ASA	EQNR	Norway	11/05/2022	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	Reelect Mari Rege as Member of Corporate Assembly	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Equinor ASA	EQNR	Norway	11/05/2022	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	Reelect Trond Straume as Member of Corporate Assembly	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Equinor ASA	EQNR	Norway	11/05/2022	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	Elect Martin Wien Fjell as New Member of Corporate Assembly	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Equinor ASA	EQNR	Norway	11/05/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of NOK 137,600 for Chairman, NOK 72,600 for Deputy Chairman and NOK 51,000 for Other Directors; Approve Remuneration for Deputy Directors	For	For	A vote FOR the proposed corporate assembly remuneration (Item 24) is warranted because of a lack of concern regarding the proposed fees. A vote FOR the proposed remuneration to nominating committee (Item 26) is warranted as nominating committee fees are usually modest and symbolic in this market.
Equinor ASA	EQNR	Norway	11/05/2022	Elect Member of Nominating Committee	Elect Members of Nominating Committee	For	For	A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee in the past.
Equinor ASA	EQNR	Norway	11/05/2022	Elect Member of Nominating Committee	Reelect Jarle Roth as Member of Nominating Committee	For	For	A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee in the past.
Equinor ASA	EQNR	Norway	11/05/2022	Elect Member of Nominating Committee	Reelect Bert L. Henriksen as Member of Nominating Committee	For	For	A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee in the past.
Equinor ASA	EQNR	Norway	11/05/2022	Elect Member of Nominating Committee	Elect Merete Hverven as New Member of Nominating Committee	For	For	A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee in the past.
Equinor ASA	EQNR	Norway	11/05/2022	Elect Member of Nominating Committee	Elect Jan Tore Fosund as New Member of Nominating Committee	For	For	A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee in the past.
Equinor ASA	EQNR	Norway	11/05/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Nominating Committee	For	For	A vote FOR the proposed corporate assembly remuneration (Item 24) is warranted because of a lack of concern regarding the proposed fees. A vote FOR the proposed remuneration to nominating committee (Item 26) is warranted as nominating committee fees are usually modest and symbolic in this market.
Equinor ASA	EQNR	Norway	11/05/2022	Approve Equity Plan Financing	Approve Equity Plan Financing	For	For	A vote FOR is warranted as the proposed decision would fund equity remuneration plans that do not raise concerns.
Equinor ASA	EQNR	Norway	11/05/2022	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	For	For	A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.
Equinor ASA	EQNR	Norway	11/05/2022	Miscellaneous Proposal: Company-Specific	Adjust Marketing Instructions for Equinor ASA	For	For	A vote FOR this proposal is warranted because decisions of such nature are best left within the mandate of the board.
Equinor ASA	EQNR	Norway	11/05/2022	Elect Chairman of Meeting	Elect Chairman of Meeting	For	For	These are routine meeting formalities.
Equinor ASA	EQNR	Norway	11/05/2022	Approve Minutes of Previous Meeting	Approve Notice of Meeting and Agenda	For	For	These are routine meeting formalities.
Equinor ASA	EQNR	Norway	11/05/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or Vote Tabulation	Designate Inspector(s) of Minutes of Meeting	For	For	These are routine meeting formalities.
Equinor ASA	EQNR	Norway	11/05/2022	Approve Financial Statements, Allocation of Income, and Discharge Directors	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of USD 0.20 Per Share, Approve Extraordinary Dividends of USD 0.20 Per Share	For	For	A vote FOR this proposal is warranted due to a lack of concern regarding the financial statements and the proposed allocation of income.
Equinor ASA	EQNR	Norway	11/05/2022	Approve Special/Interim Dividends	Authorize Board to Distribute Dividends	For	For	A vote FOR this proposal is warranted due to the lack of controversy surrounding the proposed authorization.
Equinor ASA	EQNR	Norway	11/05/2022	Approve Reduction in Share Capital	Approve NOK 205.5 Million Reduction in Share Capital via Share Cancellation	For	For	A vote FOR this item is warranted as the cancellation of shares may improve the efficiency of the balance sheet, which may also enhance returns over the long-term.
Equinor ASA	EQNR	Norway	11/05/2022	Amend Corporate Purpose	Amend Corporate Purpose	For	For	A vote FOR the proposed change of corporate purpose is warranted as the purpose is in line with the company's changed business.
Equity Residential	EQR	USA	16/06/2022	Elect Director	Elect Director Angela M. Aman	For	For	A vote FOR corporate governance committee members Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Equity Residential	EQR	USA	16/06/2022	Elect Director	Elect Director Stephen E. Sterrett	For	For	A vote FOR corporate governance committee members Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Equity Residential	EQR	USA	16/06/2022	Elect Director	Elect Director Samuel Zell	For	For	A vote FOR corporate governance committee members Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Equity Residential	EQR	USA	16/06/2022	Elect Director	Elect Director Raymond Bennett - Withdrawn			A vote FOR corporate governance committee members Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Equity Residential	EQR	USA	16/06/2022	Elect Director	Elect Director Linda Walker Bynoe	For	For	A vote FOR corporate governance committee members Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.

Equity Residential	EQR	USA	16/06/2022	Elect Director	Elect Director Mary Kay Haben	For	For	A vote FOR corporate governance committee members Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Equity Residential	EQR	USA	16/06/2022	Elect Director	Elect Director Tahsinul Zia Huque	For	For	A vote FOR corporate governance committee members Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Equity Residential	EQR	USA	16/06/2022	Elect Director	Elect Director John E. Neal	For	For	A vote FOR corporate governance committee members Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Equity Residential	EQR	USA	16/06/2022	Elect Director	Elect Director David J. Neithercut	For	For	A vote FOR corporate governance committee members Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Equity Residential	EQR	USA	16/06/2022	Elect Director	Elect Director Mark J. Parrill	For	For	A vote FOR corporate governance committee members Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Equity Residential	EQR	USA	16/06/2022	Elect Director	Elect Director Mark S. Shapiro	For	For	A vote FOR corporate governance committee members Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Equity Residential	EQR	USA	16/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Equity Residential	EQR	USA	16/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review and the majority of CEO pay is conditioned on objective performance metrics.
Eversource Energy	ES	USA	4/05/2022	Elect Director	Elect Director Cotton M. Cleveland	For	For	A vote FOR the director nominees is warranted.
Eversource Energy	ES	USA	4/05/2022	Elect Director	Elect Director Joseph R. Nolan, Jr.	For	For	A vote FOR the director nominees is warranted.
Eversource Energy	ES	USA	4/05/2022	Elect Director	Elect Director William C. Van Fassen	For	For	A vote FOR the director nominees is warranted.
Eversource Energy	ES	USA	4/05/2022	Elect Director	Elect Director Frederica M. Williams	For	For	A vote FOR the director nominees is warranted.
Eversource Energy	ES	USA	4/05/2022	Elect Director	Elect Director James S. DiStasio	For	For	A vote FOR the director nominees is warranted.
Eversource Energy	ES	USA	4/05/2022	Elect Director	Elect Director Francis A. Doyle	For	For	A vote FOR the director nominees is warranted.
Eversource Energy	ES	USA	4/05/2022	Elect Director	Elect Director Linda Dorcena Forry	For	For	A vote FOR the director nominees is warranted.
Eversource Energy	ES	USA	4/05/2022	Elect Director	Elect Director Gregory M. Jones	For	For	A vote FOR the director nominees is warranted.
Eversource Energy	ES	USA	4/05/2022	Elect Director	Elect Director James J. Judge	For	For	A vote FOR the director nominees is warranted.
Eversource Energy	ES	USA	4/05/2022	Elect Director	Elect Director John Y. Kim	For	For	A vote FOR the director nominees is warranted.
Eversource Energy	ES	USA	4/05/2022	Elect Director	Elect Director Kenneth R. Leibler	For	For	A vote FOR the director nominees is warranted.
Eversource Energy	ES	USA	4/05/2022	Elect Director	Elect Director David H. Long	For	For	A vote FOR the director nominees is warranted.
Eversource Energy	ES	USA	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives are largely based on pre-set performance goals. In addition, the majority of equity awards are performance based and utilize a multi-year performance measurement period, reflecting a significant increase in the proportion of PSUs. However, the relative TSR PSUs lack a payout cap for negative absolute TSR performance.
Eversource Energy	ES	USA	4/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Essex Property Trust, Inc.	ESS	USA	10/05/2022	Elect Director	Elect Director Keith R. Guerke	For	For	A vote FOR the director nominees is warranted.
Essex Property Trust, Inc.	ESS	USA	10/05/2022	Elect Director	Elect Director Maria R. Hawthorne	For	For	A vote FOR the director nominees is warranted.
Essex Property Trust, Inc.	ESS	USA	10/05/2022	Elect Director	Elect Director Armal M. Johnson	For	For	A vote FOR the director nominees is warranted.
Essex Property Trust, Inc.	ESS	USA	10/05/2022	Elect Director	Elect Director Mary Kasaris	For	For	A vote FOR the director nominees is warranted.
Essex Property Trust, Inc.	ESS	USA	10/05/2022	Elect Director	Elect Director Irving F. Lyons, III	For	For	A vote FOR the director nominees is warranted.
Essex Property Trust, Inc.	ESS	USA	10/05/2022	Elect Director	Elect Director George M. Marcus	For	For	A vote FOR the director nominees is warranted.
Essex Property Trust, Inc.	ESS	USA	10/05/2022	Elect Director	Elect Director Thomas E. Robinson	For	For	A vote FOR the director nominees is warranted.
Essex Property Trust, Inc.	ESS	USA	10/05/2022	Elect Director	Elect Director Michael J. Schall	For	For	A vote FOR the director nominees is warranted.
Essex Property Trust, Inc.	ESS	USA	10/05/2022	Elect Director	Elect Director Byron A. Scordelis	For	For	A vote FOR the director nominees is warranted.
Essex Property Trust, Inc.	ESS	USA	10/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Essex Property Trust, Inc.	ESS	USA	10/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay is based on objective performance metrics and the majority of the company's regular equity awards are conditioned on long-term performance goals.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Elect Director	Elect Director Craig Arnold	For	For	A vote FOR the director nominees is warranted.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Elect Director	Elect Director Christopher M. Connor	For	For	A vote FOR the director nominees is warranted.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Elect Director	Elect Director Olivier Lapnetti	For	For	A vote FOR the director nominees is warranted.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Elect Director	Elect Director Deborah L. McCoy	For	For	A vote FOR the director nominees is warranted.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Elect Director	Elect Director Silvio Nagoli	For	For	A vote FOR the director nominees is warranted.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Elect Director	Elect Director Gregory R. Page	For	For	A vote FOR the director nominees is warranted.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Elect Director	Elect Director Sandra Pianalto	For	For	A vote FOR the director nominees is warranted.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Elect Director	Elect Director Robert V. Pragada	For	For	A vote FOR the director nominees is warranted.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Elect Director	Elect Director Lori J. Ryerkerk	For	For	A vote FOR the director nominees is warranted.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Elect Director	Elect Director Gerald B. Smith	For	For	A vote FOR the director nominees is warranted.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Elect Director	Elect Director Dorothy C. Thompson	For	For	A vote FOR the director nominees is warranted.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Elect Director	Elect Director Darryl L. Wilson	For	For	A vote FOR the director nominees is warranted.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. The majority of pay is conditioned on objective financial performance metrics, resulting in an alignment between CEO pay and company performance.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorize Issue of Equity with Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorize Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Authorize Share Repurchase Program	Authorize Share Repurchase of Issued Share Capital	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are reasonable. Further, the board is using share buybacks to return value to shareholders and all shareholders may participate on equal terms.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Company Specific - Equity Related	Approve Capitalization and Related Capital Reduction to Create Distributable Reserves	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Entergy Corporation	ETR	USA	6/05/2022	Elect Director	Elect Director John R. Burbank	For	For	A vote FOR the director nominees is warranted.
Entergy Corporation	ETR	USA	6/05/2022	Elect Director	Elect Director Patrick J. Condon	For	For	A vote FOR the director nominees is warranted.
Entergy Corporation	ETR	USA	6/05/2022	Elect Director	Elect Director Leo P. Denault	For	For	A vote FOR the director nominees is warranted.
Entergy Corporation	ETR	USA	6/05/2022	Elect Director	Elect Director Kirkland H. Donald	For	For	A vote FOR the director nominees is warranted.
Entergy Corporation	ETR	USA	6/05/2022	Elect Director	Elect Director Brian W. Ellis	For	For	A vote FOR the director nominees is warranted.
Entergy Corporation	ETR	USA	6/05/2022	Elect Director	Elect Director Philip L. Fredrickson	For	For	A vote FOR the director nominees is warranted.
Entergy Corporation	ETR	USA	6/05/2022	Elect Director	Elect Director Alexis M. Herman	For	For	A vote FOR the director nominees is warranted.
Entergy Corporation	ETR	USA	6/05/2022	Elect Director	Elect Director M. Elise Hyland	For	For	A vote FOR the director nominees is warranted.
Entergy Corporation	ETR	USA	6/05/2022	Elect Director	Elect Director Stuart L. Levenick	For	For	A vote FOR the director nominees is warranted.
Entergy Corporation	ETR	USA	6/05/2022	Elect Director	Elect Director Blanche Lambert Lincoln	For	For	A vote FOR the director nominees is warranted.
Entergy Corporation	ETR	USA	6/05/2022	Elect Director	Elect Director Karen A. Puckett	For	For	A vote FOR the director nominees is warranted.
Entergy Corporation	ETR	USA	6/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Entergy Corporation	ETR	USA	6/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. The majority of annual incentives are based on a preset financial target, and a majority of equity awards are performance based, with a multi-year measurement period. However, the target for adjusted EPS used in the STI program was set below the prior year's achievement, and the relative TSR goal in the LTI program was set at merely the peer median.
Etsy, Inc.	ETSY	USA	15/06/2022	Elect Director	Elect Director C. Andrew Ballard	For	For	WITHHOLD votes are warranted for incumbent director nominees Jonathan Klein and Margaret (Peggy) Smyth given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR new director nominee C. Andrew (Andy) Ballard is warranted at this time.
Etsy, Inc.	ETSY	USA	15/06/2022	Elect Director	Elect Director Jonathan D. Klein	Withhold	Withhold	WITHHOLD votes are warranted for incumbent director nominees Jonathan Klein and Margaret (Peggy) Smyth given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR new director nominee C. Andrew (Andy) Ballard is warranted at this time.
Etsy, Inc.	ETSY	USA	15/06/2022	Elect Director	Elect Director Margaret M. Smyth	Withhold	Withhold	WITHHOLD votes are warranted for incumbent director nominees Jonathan Klein and Margaret (Peggy) Smyth given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR new director nominee C. Andrew (Andy) Ballard is warranted at this time.
Etsy, Inc.	ETSY	USA	15/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Pay and performance are reasonably aligned at this time, and annual incentives are predominantly tied to objective metrics. In 2021, CEO Silverman received his first equity grant following three years of no grants after he received a multi-year equity award in 2017. A majority of this equity grant is performance-based.
Etsy, Inc.	ETSY	USA	15/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.

Evolution Mining Limited	EVN	Australia	25/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted. The remuneration structure is broadly in line with market practice and no material disconnect between pay and performance has been identified. Fixed remuneration increases have been modest and LTI award outcomes are aligned with longer term performance. The company discloses the target measures for most of the key STI performance measures. Shareholder concerns include the following: "The fixed remuneration of the Executive Chairman and Finance Director is unusual including a director fee component that does not count toward variable incentive calculations," STI award outcomes have been assessed against lower targets and resulted in awards for lower levels of performance for cash flow and all in sustaining costs," A high weighting of the STI award is based on strategic and risk measures that typically are considered to be part of core day job responsibilities for senior executives, and" The disclosure of the LTI award is not sufficiently transparent.
Evolution Mining Limited	EVN	Australia	25/11/2021	Elect Director	Elect Lawrence (Lawrie) Conway as Director	For	For	A qualified vote FOR Lawrie Conway's nomination is warranted. He is one of two Executive Directors on a majority independent board. No other material corporate governance concerns have been identified.
Evolution Mining Limited	EVN	Australia	25/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Jacob (Jake) Klein	For	For	A qualified vote FOR the grant of performance rights to the Executive Chairman and the Finance Director is warranted. The structure of the award is in line with market practice having: "four equally weighted financial performance measures," two of the performance measures are assessed relative to a bespoke peer group," the performance period is three years and there is no re-testing. The qualification is based on the relatively high quantum of the awards being above market median, the ability of the Board to accelerate vesting on change in control situation and the poor disclosure of how the number of rights is determined.
Evolution Mining Limited	EVN	Australia	25/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Lawrence (Lawrie) Conway	For	For	A qualified vote FOR the grant of performance rights to the Executive Chairman and the Finance Director is warranted. The structure of the award is in line with market practice having: "four equally weighted financial performance measures," two of the performance measures are assessed relative to a bespoke peer group," the performance period is three years and there is no re-testing. The qualification is based on the relatively high quantum of the awards being above market median, the ability of the Board to accelerate vesting on change in control situation and the poor disclosure of how the number of rights is determined.
Evolution AB	EVO	Sweden	8/04/2022	Open Meeting	Open Meeting			These are routine meeting formalities.
Evolution AB	EVO	Sweden	8/04/2022	Elect Director	Reelect Jens von Bahr as Director	For	For	A vote FOR candidates Jens von Bahr, Joel Citron, Mimi Drake, Sandra Ann Urie and Fredrik Osterberg (Items 10.a1-a3 and 10.a6-a7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Jonas Engwall and Ian Livingstone (Items 10.a4 and 10.a5) is warranted due to lack of diversity on the board.
Evolution AB	EVO	Sweden	8/04/2022	Elect Director	Reelect Joel Citron as Director	For	For	A vote FOR candidates Jens von Bahr, Joel Citron, Mimi Drake, Sandra Ann Urie and Fredrik Osterberg (Items 10.a1-a3 and 10.a6-a7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Jonas Engwall and Ian Livingstone (Items 10.a4 and 10.a5) is warranted due to lack of diversity on the board.
Evolution AB	EVO	Sweden	8/04/2022	Elect Director	Reelect Mimi Drake as Director	For	For	A vote FOR candidates Jens von Bahr, Joel Citron, Mimi Drake, Sandra Ann Urie and Fredrik Osterberg (Items 10.a1-a3 and 10.a6-a7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Jonas Engwall and Ian Livingstone (Items 10.a4 and 10.a5) is warranted due to lack of diversity on the board.
Evolution AB	EVO	Sweden	8/04/2022	Elect Director	Reelect Jonas Engwall as Director	Against	Against	A vote FOR candidates Jens von Bahr, Joel Citron, Mimi Drake, Sandra Ann Urie and Fredrik Osterberg (Items 10.a1-a3 and 10.a6-a7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Jonas Engwall and Ian Livingstone (Items 10.a4 and 10.a5) is warranted due to lack of diversity on the board.
Evolution AB	EVO	Sweden	8/04/2022	Elect Director	Reelect Ian Livingstone as Director	Against	Against	A vote FOR candidates Jens von Bahr, Joel Citron, Mimi Drake, Sandra Ann Urie and Fredrik Osterberg (Items 10.a1-a3 and 10.a6-a7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Jonas Engwall and Ian Livingstone (Items 10.a4 and 10.a5) is warranted due to lack of diversity on the board.
Evolution AB	EVO	Sweden	8/04/2022	Elect Director	Reelect Sandra Urie as Director	For	For	A vote FOR candidates Jens von Bahr, Joel Citron, Mimi Drake, Sandra Ann Urie and Fredrik Osterberg (Items 10.a1-a3 and 10.a6-a7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Jonas Engwall and Ian Livingstone (Items 10.a4 and 10.a5) is warranted due to lack of diversity on the board.
Evolution AB	EVO	Sweden	8/04/2022	Elect Director	Reelect Fredrik Osterberg as Director	For	For	A vote FOR candidates Jens von Bahr, Joel Citron, Mimi Drake, Sandra Ann Urie and Fredrik Osterberg (Items 10.a1-a3 and 10.a6-a7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Jonas Engwall and Ian Livingstone (Items 10.a4 and 10.a5) is warranted due to lack of diversity on the board.
Evolution AB	EVO	Sweden	8/04/2022	Elect Board Chairman/Vice-Chairman	Elect Jens von Bahr as Board Chairman	For	For	A vote FOR this item is warranted because there are no concerns with the election of Jens von Bahr as board chairman.
Evolution AB	EVO	Sweden	8/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Approve Remuneration of Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Evolution AB	EVO	Sweden	8/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Evolution AB	EVO	Sweden	8/04/2022	Elect Member of Nominating Committee	Approve Nomination Committee Procedures	For	For	A vote FOR the approval of the procedure for the appointment of a nominating committee is warranted due to a lack of concern regarding the composition of the nominating committee.
Evolution AB	EVO	Sweden	8/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST this item is warranted as the company's compensation structure raises concerns, particularly with regards to the absence of a rationale for the base salary increase and the lack of disclosure for the extraordinary remuneration.
Evolution AB	EVO	Sweden	8/04/2022	Amend Articles/Bylaws/Charter -- Routine	Amend Articles of Association Re: Postal Voting	For	For	A vote FOR this item is warranted as the amendments are uncontroversial in nature and meant to align with legislative updates.
Evolution AB	EVO	Sweden	8/04/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	A vote FOR these proposals to repurchase and reissue company shares is warranted, despite the lack of a disclosed volume limit, because: " There are acceptable limits on holding and duration; and " There is no evidence of past abuse of repurchase authorities.
Evolution AB	EVO	Sweden	8/04/2022	Authorize Reissuance of Repurchased Shares	Authorize Reissuance of Repurchased Shares	For	For	A vote FOR these proposals to repurchase and reissue company shares is warranted, despite the lack of a disclosed volume limit, because: " There are acceptable limits on holding and duration; and " There is no evidence of past abuse of repurchase authorities.
Evolution AB	EVO	Sweden	8/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Creation of Pool of Capital without Preemptive Rights	For	For	A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.
Evolution AB	EVO	Sweden	8/04/2022	Approve Equity Plan Financing	Authorize the Board to Repurchase Warrants from Participants in Warrants Plan 2020	For	For	A vote FOR is warranted as the proposed decision would fund equity remuneration plans that do not raise concerns.
Evolution AB	EVO	Sweden	8/04/2022	Close Meeting	Close Meeting			This is a non-voting formality.
Evolution AB	EVO	Sweden	8/04/2022	Elect Chairman of Meeting	Elect Chairman of Meeting	For	For	These are routine meeting formalities.
Evolution AB	EVO	Sweden	8/04/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or Vote Tabulation	Designate Inspector(s) of Minutes of Meeting	For	For	These are routine meeting formalities.
Evolution AB	EVO	Sweden	8/04/2022	Prepare and Approve List of Shareholders	Prepare and Approve List of Shareholders	For	For	These are routine meeting formalities.
Evolution AB	EVO	Sweden	8/04/2022	Approve Minutes of Previous Meeting	Approve Agenda of Meeting	For	For	These are routine meeting formalities.
Evolution AB	EVO	Sweden	8/04/2022	Acknowledge Proper Convening of Meeting	Acknowledge Proper Convening of Meeting	For	For	These are routine meeting formalities.
Evolution AB	EVO	Sweden	8/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Evolution AB	EVO	Sweden	8/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 1.42 Per Share	For	For	A vote FOR this income allocation proposal is warranted because the proposed dividend is in line with the company's dividend policy.
Evolution AB	EVO	Sweden	8/04/2022	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Jens von Bahr	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Evolution AB	EVO	Sweden	8/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Joel Citron	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Evolution AB	EVO	Sweden	8/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Mimi Drake	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Evolution AB	EVO	Sweden	8/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Jonas Engwall	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Evolution AB	EVO	Sweden	8/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Ian Livingstone	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Evolution AB	EVO	Sweden	8/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Sandra Urie	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Evolution AB	EVO	Sweden	8/04/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Fredrik Osterberg	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Evolution AB	EVO	Sweden	8/04/2022	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Martin Carlesund	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Evolution AB	EVO	Sweden	8/04/2022	Fix Number of Directors and/or Auditors	Determine Number of Members (7) and Deputy Members (0) of Board	For	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.
Evolution AB	EVO	Sweden	8/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Aggregate Amount of EUR 1 Million	Against	Against	A vote AGAINST this item is warranted, as the proposed director fees can be considered excessive in relation to comparable domestic peers.
EVRAZ Plc	EVR	United Kingdom	11/01/2022	Approve Spin-Off Agreement	Approve Matters Relating to the Demerger of RASP Group from the EVRAZ Group	For	For	A vote FOR these proposals is warranted because: " The Company has provided a compelling strategic rationale, noting the different focus of RASP. The independent businesses will benefit from improved operations and tailored strategies." Existing shareholders can still participate in the potential upside of the demerged business.
EVRAZ Plc	EVR	United Kingdom	11/01/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles of Association	For	For	A vote FOR these proposals is warranted because: " The Company has provided a compelling strategic rationale, noting the different focus of RASP. The independent businesses will benefit from improved operations and tailored strategies." Existing shareholders can still participate in the potential upside of the demerged business.
EVRAZ Plc	EVR	United Kingdom	11/01/2022	Approve Reduction in Share Capital	Approve Matters Relating to Capital Reduction	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
EVRAZ Plc	EVR	United Kingdom	11/01/2022	Approve Sale of Company Assets	Approve Share Sale Facility	For	For	A vote FOR this proposal is warranted because: " The Share Sale Facility provides EVRAZ shareholders unable to hold RASP shares the opportunity to sell RASP shares to which they will be entitled following the Demerger." No significant concerns have been identified.

EVRAZ Plc	EVR	United Kingdom	11/01/2022	Adopt New Articles of Association/Charter	Adopt New Articles of Association	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
EVRAZ Plc	EVR	United Kingdom	11/01/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports			No vote recommendations are provided for the agenda items of this meeting. For more information, please refer to the "Material Company Updates" section.
EVRAZ Plc	EVR	United Kingdom	11/01/2022	Approve Remuneration Policy	Approve Remuneration Policy			No vote recommendations are provided for the agenda items of this meeting. For more information, please refer to the "Material Company Updates" section.
EVRAZ Plc	EVR	United Kingdom	11/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report			No vote recommendations are provided for the agenda items of this meeting. For more information, please refer to the "Material Company Updates" section.
EVRAZ Plc	EVR	United Kingdom	11/01/2022	Elect Director	Elect Aleksey Ivanov as Director			No vote recommendations are provided for the agenda items of this meeting. For more information, please refer to the "Material Company Updates" section.
EVRAZ Plc	EVR	United Kingdom	11/01/2022	Elect Director	Elect Nikolay Ivanov as Director			No vote recommendations are provided for the agenda items of this meeting. For more information, please refer to the "Material Company Updates" section.
EVRAZ Plc	EVR	United Kingdom	30/06/2022	Ratify Auditors	Reappoint Ernst & Young LLP as Auditors			No vote recommendations are provided for the agenda items of this meeting. For more information, please refer to the "Material Company Updates" section.
EVRAZ Plc	EVR	United Kingdom	30/06/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors			No vote recommendations are provided for the agenda items of this meeting. For more information, please refer to the "Material Company Updates" section.
EVRAZ Plc	EVR	United Kingdom	30/06/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice			No vote recommendations are provided for the agenda items of this meeting. For more information, please refer to the "Material Company Updates" section.
Evergy, Inc.	EVERG	USA	3/05/2022	Elect Director	Elect Director David A. Campbell	For	For	A vote FOR the director nominees is warranted.
Evergy, Inc.	EVERG	USA	3/05/2022	Elect Director	Elect Director Thomas D. Hyde	For	For	A vote FOR the director nominees is warranted.
Evergy, Inc.	EVERG	USA	3/05/2022	Elect Director	Elect Director B. Anthony Isaac	For	For	A vote FOR the director nominees is warranted.
Evergy, Inc.	EVERG	USA	3/05/2022	Elect Director	Elect Director Paul M. Kegljevic	For	For	A vote FOR the director nominees is warranted.
Evergy, Inc.	EVERG	USA	3/05/2022	Elect Director	Elect Director Mary L. Landrieu	For	For	A vote FOR the director nominees is warranted.
Evergy, Inc.	EVERG	USA	3/05/2022	Elect Director	Elect Director Sandra A.J. Lawrence	For	For	A vote FOR the director nominees is warranted.
Evergy, Inc.	EVERG	USA	3/05/2022	Elect Director	Elect Director Ann D. Murtlow	For	For	A vote FOR the director nominees is warranted.
Evergy, Inc.	EVERG	USA	3/05/2022	Elect Director	Elect Director Sandra J. Price	For	For	A vote FOR the director nominees is warranted.
Evergy, Inc.	EVERG	USA	3/05/2022	Elect Director	Elect Director Mark A. Ruelle	For	For	A vote FOR the director nominees is warranted.
Evergy, Inc.	EVERG	USA	3/05/2022	Elect Director	Elect Director James Scardola	For	For	A vote FOR the director nominees is warranted.
Evergy, Inc.	EVERG	USA	3/05/2022	Elect Director	Elect Director S. Carl Soderstrom, Jr.	For	For	A vote FOR the director nominees is warranted.
Evergy, Inc.	EVERG	USA	3/05/2022	Elect Director	Elect Director C. John Wilder	For	For	A vote FOR the director nominees is warranted.
Evergy, Inc.	EVERG	USA	3/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as CEO pay and company performance are reasonably aligned at this time. The annual incentive awards are based on clearly disclosed performance goals and the company increased the weighting of the financial metrics from the prior year. Additionally, the majority of the company's regular equity grants are conditioned on multi-year performance goals which includes a relative TSR metric that caps payouts at target if absolute TSR is negative.
Evergy, Inc.	EVERG	USA	3/05/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Evergy, Inc.	EVERG	USA	3/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
EnviroSuite Limited	EVS	Australia	25/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the adoption of the remuneration report is warranted due to: Payment of STIs which appears at odds with the company's financial performance and position; Unacceptable vesting period and insufficiently demanding performance hurdles for LTI awards; and Grant of incentive options to NEDs.
EnviroSuite Limited	EVS	Australia	25/11/2021	Elect Director	Elect Susan Klose as Director	For	For	A vote FOR this nominee is warranted.
EnviroSuite Limited	EVS	Australia	25/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Non-Executive Director Fee Pool	Against	Against	A vote AGAINST the proposed increase in the directors' fee pool is warranted because of the excessive proposed increase and associated degree of flexibility, the insufficient rationale for the proposed increase, the sufficient headroom in the current fee cap, and the NEDs' eligibility to receive options.
EnviroSuite Limited	EVS	Australia	25/11/2021	Amend Articles/Charter Compensation-Related	Amend the Constitution to Provide Equity Remuneration of Non-Executive Directors	For	For	A qualified vote FOR this resolution is warranted to highlight concern regarding the potential issuance of options to NEDs, which is not in line with local market standards.
Event Hospitality & Entertainment Limited	EVT	Australia	22/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted. No material misalignment has been identified in pay, performance, and shareholder outcomes for the period under review. However, the qualification is to highlight the following concerns: Quantified and specific goals and actual results for the STI performance measures are not disclosed; and Executive KMP were awarded recognition and retention incentives with a face value between \$530,000 to \$1.55 million. This incentive is inconsistent with local governance principles, particularly because it is not subject to any performance criteria. The CEO's recognition and retention incentive was approved by shareholders last year.
Event Hospitality & Entertainment Limited	EVT	Australia	22/10/2021	Elect Director	Elect Alan Graham Rydge as Director	For	For	A qualified vote FOR the re-election of Alan Rydge (Item 3) is warranted because, although the board is not majority independent, he is the sole representative of Enbeear Pty Ltd and Carlton Investments Limited, substantial shareholders owning an aggregate of 35.11 percent of the company's shares. His percentage representation on the board is sufficiently proportionate to the shareholding which he represents. Mr Rydge's share ownership, including the indirect interest associated with Enbeear Pty Ltd and Carlton Investments Limited, is 45.5 percent. A vote AGAINST the re-election of Peter Coates (Item 4) is warranted because he is a non-independent director on a board that is not majority independent. He is also the non-independent chair of the Remuneration and Nomination Committee, which is also not majority independent.
Event Hospitality & Entertainment Limited	EVT	Australia	22/10/2021	Elect Director	Elect Peter Roland Coates as Director	Against	Against	A qualified vote FOR the re-election of Alan Rydge (Item 3) is warranted because, although the board is not majority independent, he is the sole representative of Enbeear Pty Ltd and Carlton Investments Limited, substantial shareholders owning an aggregate of 35.11 percent of the company's shares. His percentage representation on the board is sufficiently proportionate to the shareholding which he represents. Mr Rydge's share ownership, including the indirect interest associated with Enbeear Pty Ltd and Carlton Investments Limited, is 45.5 percent. A vote AGAINST the re-election of Peter Coates (Item 4) is warranted because he is a non-independent director on a board that is not majority independent. He is also the non-independent chair of the Remuneration and Nomination Committee, which is also not majority independent.
Event Hospitality & Entertainment Limited	EVT	Australia	22/10/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Jane Megan Hastings	Against	Against	A vote AGAINST this resolution is warranted due to: Unlike in the prior years, the award is not subject to any relative performance metric, raising the possibility that executives will be rewarded for improved market movements and not outperformance against peers; Specific performance goals are not yet determined. Without relevant and sufficient information regarding performance goals, it is not currently possible for shareholders to make an informed decision whether or not the executive will only be provided a reward for materially improved company performance; The performance period is only year (FY24), which is considered short for an LTI grant; The quantum is excessive relative to peers; and The board has discretion on vesting upon a change in control.
Event Hospitality & Entertainment Limited	EVT	Australia	22/10/2021	Approve Share Plan Grant	Approve Issuance of Rights to Jane Megan Hastings	Against	Against	A vote AGAINST this resolution is warranted. The award is an additional award to last year's recognition and retention incentive. Retention bonuses or other such payments is not consistent with local governance principles, particularly if these are not subject to performance criteria. The proposed award will vest based solely on continued service, which are not in line with Australian market investors' expectations and will not be supported.
Edwards Lifesciences Corporation	EW	USA	3/05/2022	Elect Director	Elect Director Kieran T. Gallahue	For	For	A vote FOR the director nominees is warranted.
Edwards Lifesciences Corporation	EW	USA	3/05/2022	Elect Director	Elect Director Leslie S. Heisz	For	For	A vote FOR the director nominees is warranted.
Edwards Lifesciences Corporation	EW	USA	3/05/2022	Elect Director	Elect Director Paul A. LaViolette	For	For	A vote FOR the director nominees is warranted.
Edwards Lifesciences Corporation	EW	USA	3/05/2022	Elect Director	Elect Director Steven R. Loranger	For	For	A vote FOR the director nominees is warranted.
Edwards Lifesciences Corporation	EW	USA	3/05/2022	Elect Director	Elect Director Martha H. Marsh	For	For	A vote FOR the director nominees is warranted.
Edwards Lifesciences Corporation	EW	USA	3/05/2022	Elect Director	Elect Director Michael A. Mussallem	For	For	A vote FOR the director nominees is warranted.
Edwards Lifesciences Corporation	EW	USA	3/05/2022	Elect Director	Elect Director Ramona Sequeira	For	For	A vote FOR the director nominees is warranted.
Edwards Lifesciences Corporation	EW	USA	3/05/2022	Elect Director	Elect Director Nicholas J. Valeriani	For	For	A vote FOR the director nominees is warranted.
Edwards Lifesciences Corporation	EW	USA	3/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are relatively aligned at this time. While the COVID-related changes to the annual incentive plan again resulted in an increased use of discretion when determining payouts, quantitative financial metrics will return to the program in 2022
Edwards Lifesciences Corporation	EW	USA	3/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Edwards Lifesciences Corporation	EW	USA	3/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.
Exelon Corporation	EXC	USA	26/04/2022	Elect Director	Elect Director Anthony Anderson	For	For	A vote FOR the director nominees is warranted.
Exelon Corporation	EXC	USA	26/04/2022	Elect Director	Elect Director Ann Berzin	For	For	A vote FOR the director nominees is warranted.
Exelon Corporation	EXC	USA	26/04/2022	Elect Director	Elect Director W. Paul Bowers	For	For	A vote FOR the director nominees is warranted.
Exelon Corporation	EXC	USA	26/04/2022	Elect Director	Elect Director Marjorie Rodgers Cheshire	For	For	A vote FOR the director nominees is warranted.
Exelon Corporation	EXC	USA	26/04/2022	Elect Director	Elect Director Christopher Crane	For	For	A vote FOR the director nominees is warranted.
Exelon Corporation	EXC	USA	26/04/2022	Elect Director	Elect Director Carlos Gutierrez	For	For	A vote FOR the director nominees is warranted.
Exelon Corporation	EXC	USA	26/04/2022	Elect Director	Elect Director Linda Jojo	For	For	A vote FOR the director nominees is warranted.
Exelon Corporation	EXC	USA	26/04/2022	Elect Director	Elect Director Paul Joskow	For	For	A vote FOR the director nominees is warranted.
Exelon Corporation	EXC	USA	26/04/2022	Elect Director	Elect Director John Young	For	For	A vote FOR the director nominees is warranted.
Exelon Corporation	EXC	USA	26/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.

Exelon Corporation	EXC	USA	26/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. The majority of CEO compensation is conditioned on objective financial performance metrics, resulting in an alignment between CEO pay and company performance.
Exelon Corporation	EXC	USA	26/04/2022	Human Rights Risk Assessment	Report on Use of Child Labor in Supply Chain	Against	Against	A vote AGAINST this proposal is warranted as it is unclear how the requested report would benefit shareholders given that the production of electric vehicle batteries is not within the company's supply chain.
Expeditors International of Washington, Inc.	EXPD	USA	3/05/2022	Elect Director	Elect Director Glenn M. Alger	For	For	A vote FOR the director nominee is warranted.
Expeditors International of Washington, Inc.	EXPD	USA	3/05/2022	Elect Director	Elect Director Robert P. Carille	For	For	A vote FOR the director nominee is warranted.
Expeditors International of Washington, Inc.	EXPD	USA	3/05/2022	Elect Director	Elect Director James M. DuBois	For	For	A vote FOR the director nominee is warranted.
Expeditors International of Washington, Inc.	EXPD	USA	3/05/2022	Elect Director	Elect Director Mark A. Emmert	For	For	A vote FOR the director nominee is warranted.
Expeditors International of Washington, Inc.	EXPD	USA	3/05/2022	Elect Director	Elect Director Diane H. Gulyas	For	For	A vote FOR the director nominee is warranted.
Expeditors International of Washington, Inc.	EXPD	USA	3/05/2022	Elect Director	Elect Director Jeffrey S. Musser	For	For	A vote FOR the director nominee is warranted.
Expeditors International of Washington, Inc.	EXPD	USA	3/05/2022	Elect Director	Elect Director Brandon S. Pedersen	For	For	A vote FOR the director nominee is warranted.
Expeditors International of Washington, Inc.	EXPD	USA	3/05/2022	Elect Director	Elect Director Liane J. Pelletier	For	For	A vote FOR the director nominee is warranted.
Expeditors International of Washington, Inc.	EXPD	USA	3/05/2022	Elect Director	Elect Director Olivia D. Polius	For	For	A vote FOR the director nominee is warranted.
Expeditors International of Washington, Inc.	EXPD	USA	3/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although some concern is raised given the funding structure for annual incentive awards carries the potential for substantial cash payouts, a vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.
Expeditors International of Washington, Inc.	EXPD	USA	3/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Expeditors International of Washington, Inc.	EXPD	USA	3/05/2022	Political Contributions Disclosure	Report on Political Contributions and Expenditures	For	For	A vote FOR this resolution is warranted, as additional disclosure of the company's political contributions, including trade association memberships and payments, and the company's oversight mechanisms regarding those contributions would allow shareholders to better assess related risks.
Expedia Group, Inc.	EXPE	USA	16/06/2022	Elect Director	Elect Director Samuel Altman	For	For	WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominee is warranted.
Expedia Group, Inc.	EXPE	USA	16/06/2022	Elect Director	Elect Director Beverly Anderson	Withhold	Withhold	WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominee is warranted.
Expedia Group, Inc.	EXPE	USA	16/06/2022	Elect Director	Elect Director Susan Athey	For	For	WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominee is warranted.
Expedia Group, Inc.	EXPE	USA	16/06/2022	Elect Director	Elect Director Chelsea Clinton	Withhold	Withhold	WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominee is warranted.
Expedia Group, Inc.	EXPE	USA	16/06/2022	Elect Director	Elect Director Barry Diller	For	For	WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominee is warranted.
Expedia Group, Inc.	EXPE	USA	16/06/2022	Elect Director	Elect Director Craig Jacobson	Withhold	Withhold	WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominee is warranted.
Expedia Group, Inc.	EXPE	USA	16/06/2022	Elect Director	Elect Director Peter Kern	For	For	WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominee is warranted.
Expedia Group, Inc.	EXPE	USA	16/06/2022	Elect Director	Elect Director Dara Khosrowshahi	Withhold	Withhold	WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominee is warranted.
Expedia Group, Inc.	EXPE	USA	16/06/2022	Elect Director	Elect Director Patricia Menendez Cambó	For	For	WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominee is warranted.
Expedia Group, Inc.	EXPE	USA	16/06/2022	Elect Director	Elect Director Alex von Furstenberg	For	For	WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominee is warranted.
Expedia Group, Inc.	EXPE	USA	16/06/2022	Elect Director	Elect Director Julie Whalen	For	For	WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominee is warranted.
Expedia Group, Inc.	EXPE	USA	16/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Experian Plc	EXPN	Jersey	21/07/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Experian Plc	EXPN	Jersey	21/07/2021	Elect Director	Re-elect Lloyd Pitchford as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Experian Plc	EXPN	Jersey	21/07/2021	Elect Director	Re-elect Mike Rogers as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Experian Plc	EXPN	Jersey	21/07/2021	Elect Director	Re-elect George Rose as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Experian Plc	EXPN	Jersey	21/07/2021	Elect Director	Re-elect Kerry Williams as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Experian Plc	EXPN	Jersey	21/07/2021	Ratify Auditors	Reappoint KPMG LLP as Auditors	For	For	A vote FOR this resolution is considered warranted at this time.
Experian Plc	EXPN	Jersey	21/07/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Experian Plc	EXPN	Jersey	21/07/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Experian Plc	EXPN	Jersey	21/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Experian Plc	EXPN	Jersey	21/07/2021	Approve Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Experian Plc	EXPN	Jersey	21/07/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Experian Plc	EXPN	Jersey	21/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted, although it is not without concern because: "The performance targets linked to the FY2021 LTIP awards have been reduced. The main reasons for support are: " The revised targets are considered sufficiently stretching and there is adequate rationale provided for the change. It is also noted that the performance targets for the CIP awards, conversely, increased." No concerns identified with alignment of pay and performance.
Experian Plc	EXPN	Jersey	21/07/2021	Adopt New Articles of Association/Charter	Adopt New Articles of Association	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Experian Plc	EXPN	Jersey	21/07/2021	Elect Director	Elect Alison Brittain as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Experian Plc	EXPN	Jersey	21/07/2021	Elect Director	Elect Jonathan Howell as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Experian Plc	EXPN	Jersey	21/07/2021	Elect Director	Re-elect Dr Ruba Borno as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Experian Plc	EXPN	Jersey	21/07/2021	Elect Director	Re-elect Brian Cassin as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Experian Plc	EXPN	Jersey	21/07/2021	Elect Director	Re-elect Caroline Donahue as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Experian Plc	EXPN	Jersey	21/07/2021	Elect Director	Re-elect Luiz Fleury as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Experian Plc	EXPN	Jersey	21/07/2021	Elect Director	Re-elect Deirdre Mahlan as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Extra Space Storage Inc.	EXR	USA	25/05/2022	Elect Director	Elect Director Kenneth M. Woolley	For	For	A vote FOR the director nominee is warranted.
Extra Space Storage Inc.	EXR	USA	25/05/2022	Elect Director	Elect Director Joseph D. Margolis	For	For	A vote FOR the director nominee is warranted.
Extra Space Storage Inc.	EXR	USA	25/05/2022	Elect Director	Elect Director Roger B. Porter	For	For	A vote FOR the director nominee is warranted.

Extra Space Storage Inc.	EXR	USA	25/05/2022	Elect Director	Elect Director Joseph J. Bonner	For	For	A vote FOR the director nominees is warranted.
Extra Space Storage Inc.	EXR	USA	25/05/2022	Elect Director	Elect Director Gary L. Crittenden	For	For	A vote FOR the director nominees is warranted.
Extra Space Storage Inc.	EXR	USA	25/05/2022	Elect Director	Elect Director Spencer F. Kirk	For	For	A vote FOR the director nominees is warranted.
Extra Space Storage Inc.	EXR	USA	25/05/2022	Elect Director	Elect Director Dennis J. Letham	For	For	A vote FOR the director nominees is warranted.
Extra Space Storage Inc.	EXR	USA	25/05/2022	Elect Director	Elect Director Diane Olmstead	For	For	A vote FOR the director nominees is warranted.
Extra Space Storage Inc.	EXR	USA	25/05/2022	Elect Director	Elect Director Julia Vander Ploeg	For	For	A vote FOR the director nominees is warranted.
Extra Space Storage Inc.	EXR	USA	25/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Extra Space Storage Inc.	EXR	USA	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time and the majority of CEO pay is conditioned on objective performance metrics.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director Kimberly A. Casiano	For	For	A vote FOR the director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director Alexandra Ford English	For	For	A vote FOR the director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director James D. Farley, Jr.	For	For	A vote FOR the director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director Henry Ford, III	For	For	A vote FOR the director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director William Clay Ford, Jr.	For	For	A vote FOR the director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director William W. Helman, IV	For	For	A vote FOR the director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director Jon M. Huntsman, Jr.	For	For	A vote FOR the director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director William E. Kennard	For	For	A vote FOR the director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director John C. May	For	For	A vote FOR the director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director Beth E. Mooney	For	For	A vote FOR the director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director Lynn Vojvodich Radakovich	For	For	A vote FOR the director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director John L. Thornton	For	For	A vote FOR the director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director John B. Veihmeyer	For	For	A vote FOR the director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director John S. Weinberg	For	For	A vote FOR the director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Ford Motor Company	F	USA	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Annual incentives are primarily based on disclosed financial metrics, and a majority of regular-cycle equity awards are performance-based. However, concerns are noted with respect to the entirely-time-based Signing Equity Award to NEO Field, as the grant structure essentially guarantees a particular award value in each of four years, reducing the compensation committee's ability to make future adjustments due to individual or company performance. Although concerns are mitigated for the year in review by the fact that this award was intended to offset the value of forfeited compensation from his previous employer, the use of multi-year guaranteed equity awards is generally disfavored by shareholders, and this issue warrants continued monitoring.
Ford Motor Company	F	USA	12/05/2022	Adopt, Renew or Amend NOL Rights Plan (NOL Pill)	Approve Tax Benefits Preservation Plan	For	For	A vote FOR the renewal of the NOL poison pill is warranted given the substantial size of the company's deferred tax assets related to net operating losses, the high likelihood of their realization, and the reasonable three-year term of the NOL pill that mitigates some of the governance risk the pill will pose.
Ford Motor Company	F	USA	12/05/2022	Approve Recapitalization Plan for all Stock to Have One-vote per Share	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	For	A vote FOR this proposal is warranted, as it would provide shareholders of the company with equal voting rights on all voting items.
Diamondback Energy, Inc.	FANG	USA	9/06/2022	Elect Director	Elect Director Travis D. Slice	Against	Against	Votes AGAINST Board Chair Travis Slice and Lead Independent Director Melanie Trent are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
Diamondback Energy, Inc.	FANG	USA	9/06/2022	Elect Director	Elect Director Vincent K. Brooks	For	For	Votes AGAINST Board Chair Travis Slice and Lead Independent Director Melanie Trent are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
Diamondback Energy, Inc.	FANG	USA	9/06/2022	Elect Director	Elect Director Michael P. Cross	For	For	Votes AGAINST Board Chair Travis Slice and Lead Independent Director Melanie Trent are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
Diamondback Energy, Inc.	FANG	USA	9/06/2022	Elect Director	Elect Director David L. Houston	For	For	Votes AGAINST Board Chair Travis Slice and Lead Independent Director Melanie Trent are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
Diamondback Energy, Inc.	FANG	USA	9/06/2022	Elect Director	Elect Director Stephanie K. Mains	For	For	Votes AGAINST Board Chair Travis Slice and Lead Independent Director Melanie Trent are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
Diamondback Energy, Inc.	FANG	USA	9/06/2022	Elect Director	Elect Director Mark L. Plaumann	For	For	Votes AGAINST Board Chair Travis Slice and Lead Independent Director Melanie Trent are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
Diamondback Energy, Inc.	FANG	USA	9/06/2022	Elect Director	Elect Director Melanie M. Trent	Against	Against	Votes AGAINST Board Chair Travis Slice and Lead Independent Director Melanie Trent are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
Diamondback Energy, Inc.	FANG	USA	9/06/2022	Elect Director	Elect Director Steven E. West	For	For	Votes AGAINST Board Chair Travis Slice and Lead Independent Director Melanie Trent are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
Diamondback Energy, Inc.	FANG	USA	9/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are linked to objective pre-set metrics. In addition, long-term awards are primarily performance-based, utilize a multi-year performance period and cap payouts for relative awards when results are negative.
Diamondback Energy, Inc.	FANG	USA	9/06/2022	Ratify Auditors	Ratify Grant Thornton LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
FARO Technologies, Inc.	FARO	USA	26/05/2022	Elect Director	Elect Director Moonhrie Chin	For	For	A vote FOR the director nominees is warranted.
FARO Technologies, Inc.	FARO	USA	26/05/2022	Elect Director	Elect Director John Donrigho	For	For	A vote FOR the director nominees is warranted.
FARO Technologies, Inc.	FARO	USA	26/05/2022	Elect Director	Elect Director Yuval Wasserman	For	For	A vote FOR the director nominees is warranted.
FARO Technologies, Inc.	FARO	USA	26/05/2022	Ratify Auditors	Ratify Grant Thornton LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
FARO Technologies, Inc.	FARO	USA	26/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted given that the company accelerated the vesting of an NEO's equity awards upon her departure from the company.
FARO Technologies, Inc.	FARO	USA	26/05/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Fastenal Company	FAST	USA	23/04/2022	Elect Director	Elect Director Scott A. Satterlee	For	For	A vote FOR the director nominees is warranted.
Fastenal Company	FAST	USA	23/04/2022	Elect Director	Elect Director Michael J. Ancius	For	For	A vote FOR the director nominees is warranted.
Fastenal Company	FAST	USA	23/04/2022	Elect Director	Elect Director Stephen L. Eastman	For	For	A vote FOR the director nominees is warranted.
Fastenal Company	FAST	USA	23/04/2022	Elect Director	Elect Director Daniel L. Florness	For	For	A vote FOR the director nominees is warranted.
Fastenal Company	FAST	USA	23/04/2022	Elect Director	Elect Director Rita J. Heise	For	For	A vote FOR the director nominees is warranted.
Fastenal Company	FAST	USA	23/04/2022	Elect Director	Elect Director Hsenghung Sam Hsu	For	For	A vote FOR the director nominees is warranted.
Fastenal Company	FAST	USA	23/04/2022	Elect Director	Elect Director Daniel L. Johnson	For	For	A vote FOR the director nominees is warranted.
Fastenal Company	FAST	USA	23/04/2022	Elect Director	Elect Director Nicholas J. Lundquist	For	For	A vote FOR the director nominees is warranted.
Fastenal Company	FAST	USA	23/04/2022	Elect Director	Elect Director Sarah N. Nielsen	For	For	A vote FOR the director nominees is warranted.
Fastenal Company	FAST	USA	23/04/2022	Elect Director	Elect Director Rayne K. Wisecup	For	For	A vote FOR the director nominees is warranted.
Fastenal Company	FAST	USA	23/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Fastenal Company	FAST	USA	23/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Although some concerns are noted regarding the lack of performance-based equity, pay and performance are reasonably aligned at this time.
Meta Platforms, Inc.	FB	USA	25/05/2022	Elect Director	Elect Director Peggy Alford	Withhold	Withhold	
Meta Platforms, Inc.	FB	USA	25/05/2022	Elect Director	Elect Director Marc L. Andreessen	Withhold	Withhold	
Meta Platforms, Inc.	FB	USA	25/05/2022	Elect Director	Elect Director Andrew W. Houston	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * WITHHOLD votes for CEO/Chair Mark Zuckerberg are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted.
Meta Platforms, Inc.	FB	USA	25/05/2022	Elect Director	Elect Director Nancy Killefer	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * WITHHOLD votes for CEO/Chair Mark Zuckerberg are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted.
Meta Platforms, Inc.	FB	USA	25/05/2022	Elect Director	Elect Director Robert M. Kimmitt	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * WITHHOLD votes for CEO/Chair Mark Zuckerberg are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted.

Meta Platforms, Inc.	FB	USA	25/05/2022	Elect Director	Elect Director Sheryl K. Sandberg	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * WITHHOLD votes for CEO/Chair Mark Zuckerberg are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted.
Meta Platforms, Inc.	FB	USA	25/05/2022	Elect Director	Elect Director Tracey T. Travis	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * WITHHOLD votes for CEO/Chair Mark Zuckerberg are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted.
Meta Platforms, Inc.	FB	USA	25/05/2022	Elect Director	Elect Director Tony Xu	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * WITHHOLD votes for CEO/Chair Mark Zuckerberg are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted.
Meta Platforms, Inc.	FB	USA	25/05/2022	Elect Director	Elect Director Mark Zuckerberg	Withhold	Withhold	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * WITHHOLD votes for CEO/Chair Mark Zuckerberg are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted.
Meta Platforms, Inc.	FB	USA	25/05/2022	Human Rights Risk Assessment	Publish Third Party Human Rights Impact Assessment	For	For	A vote FOR this resolution is warranted, as an independent Human Rights Impact Assessment would help shareholders better assess Meta's management of risks related to its targeted advertising policies and practices. BACKGROUND INFORMATION Policies: Human Rights Proposals
Meta Platforms, Inc.	FB	USA	25/05/2022	Miscellaneous Proposal - Social	Report on Child Sexual Exploitation Online	For	For	A vote FOR this proposal is warranted, as additional information on risks related to potential sexual exploitation of children through the company's platforms would give shareholders more information on how well the company is managing related risks.
Meta Platforms, Inc.	FB	USA	25/05/2022	Miscellaneous -- Environmental & Social Counterproposal	Commission a Workplace Non-Discrimination Audit	Against	Against	A vote AGAINST this resolution is warranted, as the company recently commissioned a third-party Civil Rights Audit and has enhanced reporting and disclosures that allow shareholders to track the company's progress and policies on civil rights. BACKGROUND INFORMATION Policies: Racial Equity and/or Civil Rights Audit Guidelines
Meta Platforms, Inc.	FB	USA	25/05/2022	Political Lobbying Disclosure	Report on Lobbying Payments and Policy	For	For	A vote FOR this resolution is warranted, as additional reporting on the company's direct and indirect lobbying practices, policies, and expenditures would benefit shareholders in assessing its management of related risks.
Meta Platforms, Inc.	FB	USA	25/05/2022	Miscellaneous Proposal -- Environmental & Social	Commission Assessment of Audit and Risk Oversight Committee	For	For	A vote FOR this proposal is warranted as an independent assessment of the Audit and Risk Oversight Committee's capacities and performance would allow shareholders to gain more information on how the company is overseeing and managing related risks.
Meta Platforms, Inc.	FB	USA	25/05/2022	Charitable Contributions	Report on Charitable Contributions	For	For	A vote FOR this proposal is warranted because the company provides no information regarding its policies nor the recipients of its charitable contributions.
Meta Platforms, Inc.	FB	USA	25/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Meta Platforms, Inc.	FB	USA	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	There are several ongoing pay program and disclosure concerns. The company's award determinations remain discretionary, and incentive programs lack disclosed performance metrics and quantified goals. Disclosure around individual performance assessments is also poor, and the design allows for such considerations to have a potentially large impact on annual bonuses. Executives again received very large equity awards that lack performance vesting criteria. Moreover, the CEO's and COO's security costs are exceedingly large. In light of these concerns, a vote AGAINST this proposal is warranted.
Meta Platforms, Inc.	FB	USA	25/05/2022	Approve Recapitalization Plan for all Stock to Have One-vote per Share	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	For	A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.
Meta Platforms, Inc.	FB	USA	25/05/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.
Meta Platforms, Inc.	FB	USA	25/05/2022	Labor Issues - Discrimination and Miscellaneous	Report on Risks Associated with Use of Concealment Clauses	For	For	A vote FOR this proposal is warranted because more information on the impact that the company's use of concealment clauses has on its employees may bring information to light that could result in improved employee recruitment, development and retention.
Meta Platforms, Inc.	FB	USA	25/05/2022	Miscellaneous Proposal - Social	Report on External Costs of Misinformation and Impact on Diversified Shareholders	For	For	A vote FOR this proposal is warranted. An increased disclosure and greater transparency regarding risks related to misinformation and its potential business impacts would provide shareholders insights on how the company is managing these risks.
Meta Platforms, Inc.	FB	USA	25/05/2022	Miscellaneous Proposal - Social	Report on Community Standards Enforcement	For	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing material risks related to misinformation and harmful content.
Meta Platforms, Inc.	FB	USA	25/05/2022	Miscellaneous Proposal - Social	Report on User Risk and Advisory Vote on Metaverse Project	For	For	A vote FOR this proposal is warranted, as shareholders would benefit from increased disclosure and increased oversight mechanisms regarding the company's metaverse project, considering its anticipated scope and potential weight in the company's long-term planning.
Fortune Brands Home & Security, Inc.	FBHS	USA	3/05/2022	Elect Director	Elect Director Susan S. Kilsby	For	For	A vote FOR the director nominees is warranted.
Fortune Brands Home & Security, Inc.	FBHS	USA	3/05/2022	Elect Director	Elect Director Amit Banati	For	For	A vote FOR the director nominees is warranted.
Fortune Brands Home & Security, Inc.	FBHS	USA	3/05/2022	Elect Director	Elect Director Irial Finian	For	For	A vote FOR the director nominees is warranted.
Fortune Brands Home & Security, Inc.	FBHS	USA	3/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Fortune Brands Home & Security, Inc.	FBHS	USA	3/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as the company continues to condition the majority of its compensation on objective financial performance metrics, which resulted in a reasonable alignment between CEO pay and company performance for the year in review.
Fortune Brands Home & Security, Inc.	FBHS	USA	3/05/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Fletcher Building Limited	FBU	New Zealand	19/10/2021	Elect Director	Elect Rob McDonald as Director	For	For	Item 1: Re-election of Rob McDonaldA qualified vote FOR the re-election of independent non-executive director Rob McDonald is warranted.The qualification is to highlight that he is a member of the remuneration committee and concerns remain that the CEO's total remuneration of approximately \$6.96 million is excessive relative to peer companies of similar size and driven by a large fixed remuneration amount, STI bonus, and LTI grants.Items 2 and 3: Re-election of Doug McKay and Cathy QuinnA vote FOR the re-election of Doug McKay and Cathy Quinn is warranted.Their presence supports the continued composition of an entirely independent board, and no corporate governance concerns have been identified in relation to their nomination.
Fletcher Building Limited	FBU	New Zealand	19/10/2021	Elect Director	Elect Doug McKay as Director	For	For	Item 1: Re-election of Rob McDonaldA qualified vote FOR the re-election of independent non-executive director Rob McDonald is warranted.The qualification is to highlight that he is a member of the remuneration committee and concerns remain that the CEO's total remuneration of approximately \$6.96 million is excessive relative to peer companies of similar size and driven by a large fixed remuneration amount, STI bonus, and LTI grants.Items 2 and 3: Re-election of Doug McKay and Cathy QuinnA vote FOR the re-election of Doug McKay and Cathy Quinn is warranted.Their presence supports the continued composition of an entirely independent board, and no corporate governance concerns have been identified in relation to their nomination.
Fletcher Building Limited	FBU	New Zealand	19/10/2021	Elect Director	Elect Cathy Quinn as Director	For	For	Item 1: Re-election of Rob McDonaldA qualified vote FOR the re-election of independent non-executive director Rob McDonald is warranted.The qualification is to highlight that he is a member of the remuneration committee and concerns remain that the CEO's total remuneration of approximately \$6.96 million is excessive relative to peer companies of similar size and driven by a large fixed remuneration amount, STI bonus, and LTI grants.Items 2 and 3: Re-election of Doug McKay and Cathy QuinnA vote FOR the re-election of Doug McKay and Cathy Quinn is warranted.Their presence supports the continued composition of an entirely independent board, and no corporate governance concerns have been identified in relation to their nomination.
Fletcher Building Limited	FBU	New Zealand	19/10/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorize Board to Fix Remuneration of the Auditors	For	For	A vote FOR this resolution is warranted because no corporate governance concerns have been identified in relation to the fees paid to the auditor.
FINEOS Corporation Holdings Plc	FCL	Ireland	9/11/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorize Board to Fix Remuneration of Auditors	For	For	A vote FOR this proposal is warranted because no significant concerns have been identified.
FINEOS Corporation Holdings Plc	FCL	Ireland	9/11/2021	Elect Director	Elect Martin Fahy as Director	For	For	A vote FOR these nominees is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
FINEOS Corporation Holdings Plc	FCL	Ireland	9/11/2021	Elect Director	Elect David Hollander as Director	For	For	A vote FOR these nominees is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
FINEOS Corporation Holdings Plc	FCL	Ireland	9/11/2021	Approve Omnibus Stock Plan	Approve FINEOS 2019 Equity Incentive Plan	For	For	A vote FOR the approval of the 2019 Equity Incentive Plan is warranted. The plan is not exclusive to senior executives and establishes the broad framework for equity incentives for employees.Concerns are raised for considerable level of board discretion where there is change of control event.
FINEOS Corporation Holdings Plc	FCL	Ireland	9/11/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorize Issue of Equity with Pre-emptive Rights	For	For	Item 5.1A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.Item 5.2A qualified vote FOR this resolution is warranted. The authority will allow the company to issue up to 15 percent of the shares on a non-pre-emptive basis without first obtaining securityholder approval, which is acceptable under ASX Listing Rule 7.1.The reason for the qualification is that the proposed authority exceeds the limit of 10 percent of the issued share capital preferred by some investors.
FINEOS Corporation Holdings Plc	FCL	Ireland	9/11/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorize Issue of Equity without Pre-emptive Rights	For	For	Item 5.1A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.Item 5.2A qualified vote FOR this resolution is warranted. The authority will allow the company to issue up to 15 percent of the shares on a non-pre-emptive basis without first obtaining securityholder approval, which is acceptable under ASX Listing Rule 7.1.The reason for the qualification is that the proposed authority exceeds the limit of 10 percent of the issued share capital preferred by some investors.
FINEOS Corporation Holdings Plc	FCL	Ireland	9/11/2021	Ratify Past Issuance of Shares	Ratify the Past Issuance of CDs to Professional and Sophisticated Investors	For	For	A vote FOR the ratification of the past issuance of securities is warranted. The proceeds of the capital raising will be used in line with the company's growth strategy. Existing eligible securityholders were given the opportunity to participate in a security purchase plan.
Freeport-McMoRan Inc.	FCX	USA	9/06/2022	Elect Director	Elect Director David P. Abney	For	For	A vote FOR the director nominees is warranted.
Freeport-McMoRan Inc.	FCX	USA	9/06/2022	Elect Director	Elect Director John J. Stephens	For	For	A vote FOR the director nominees is warranted.
Freeport-McMoRan Inc.	FCX	USA	9/06/2022	Elect Director	Elect Director Frances Fragos Townsend	For	For	A vote FOR the director nominees is warranted.
Freeport-McMoRan Inc.	FCX	USA	9/06/2022	Elect Director	Elect Director Richard C. Adkerson	For	For	A vote FOR the director nominees is warranted.

Freeport-McMoRan Inc.	FCX	USA	9/06/2022	Elect Director	Elect Director Marcela E. Donadio	For	For	A vote FOR the director nominees is warranted.
Freeport-McMoRan Inc.	FCX	USA	9/06/2022	Elect Director	Elect Director Robert W. Dudley	For	For	A vote FOR the director nominees is warranted.
Freeport-McMoRan Inc.	FCX	USA	9/06/2022	Elect Director	Elect Director Hugh Grant	For	For	A vote FOR the director nominees is warranted.
Freeport-McMoRan Inc.	FCX	USA	9/06/2022	Elect Director	Elect Director Lydia H. Kennard	For	For	A vote FOR the director nominees is warranted.
Freeport-McMoRan Inc.	FCX	USA	9/06/2022	Elect Director	Elect Director Ryan M. Lance	For	For	A vote FOR the director nominees is warranted.
Freeport-McMoRan Inc.	FCX	USA	9/06/2022	Elect Director	Elect Director Sara Grootwassink Lewis	For	For	A vote FOR the director nominees is warranted.
Freeport-McMoRan Inc.	FCX	USA	9/06/2022	Elect Director	Elect Director Dustan E. McCoy	For	For	A vote FOR the director nominees is warranted.
Freeport-McMoRan Inc.	FCX	USA	9/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Both short- and long-term incentives are primarily performance-based, with long-term incentive utilizing a multi-year performance period.
Freeport-McMoRan Inc.	FCX	USA	9/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Frontier Digital Ventures Limited	FDV	Australia	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the adoption of the remuneration report is warranted. Concerns have been identified in the remuneration report in regard to the STI which is not well disclosed or aligned with financial performance or shareholder outcomes over the period. Shareholders may seek to express their concerns and require improved disclosure.
Frontier Digital Ventures Limited	FDV	Australia	17/05/2022	Elect Director	Elect Anthony Klok as Director	Against	Against	Votes AGAINST incumbent Nominating Committee chair Anthony Klok are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Frontier Digital Ventures Limited	FDV	Australia	17/05/2022	Elect Director	Elect Po Yih Ming (Frances Po) as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Anthony Klok are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Frontier Digital Ventures Limited	FDV	Australia	17/05/2022	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Issuance of Shares to Mark Licciardo	For	For	A vote FOR this resolution is warranted given that the company has provided a compelling rationale for the capital raising and the dilution associated with the Placement is reasonable and does not raise any material corporate governance concerns. Additionally, existing shareholders are given the opportunity to participate in the capital raising via the share purchase plan.
Frontier Digital Ventures Limited	FDV	Australia	17/05/2022	Ratify Past Issuance of Shares	Ratify Past Issuance of Shares to Existing and New Sophisticated, Professional and Institutional Investors	For	For	A vote FOR this resolution is warranted given that the company has provided a compelling rationale for the capital raising and the dilution associated with the Placement is reasonable and does not raise any material corporate governance concerns. Additionally, existing shareholders are given the opportunity to participate in the capital raising via the share purchase plan.
FirstEnergy Corp.	FE	USA	17/05/2022	Elect Director	Elect Director Jana T. Croom	For	For	A vote AGAINST Vice-Chair and Executive Director John Somerhalder II, Operations and Safety Oversight Committee member James O Neil, Corporate Governance and Corporate Responsibility Committee member Jesse Lynn, and Melvin Williams, who serves on both the Operations and Safety Oversight Committee and the Corporate Governance and Corporate Responsibility Committee, is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted.
FirstEnergy Corp.	FE	USA	17/05/2022	Elect Director	Elect Director Andrew Teno	For	For	A vote AGAINST Vice-Chair and Executive Director John Somerhalder II, Operations and Safety Oversight Committee member James O Neil, Corporate Governance and Corporate Responsibility Committee member Jesse Lynn, and Melvin Williams, who serves on both the Operations and Safety Oversight Committee and the Corporate Governance and Corporate Responsibility Committee, is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted.
FirstEnergy Corp.	FE	USA	17/05/2022	Elect Director	Elect Director Leslie M. Turner	For	For	A vote AGAINST Vice-Chair and Executive Director John Somerhalder II, Operations and Safety Oversight Committee member James O Neil, Corporate Governance and Corporate Responsibility Committee member Jesse Lynn, and Melvin Williams, who serves on both the Operations and Safety Oversight Committee and the Corporate Governance and Corporate Responsibility Committee, is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted.
FirstEnergy Corp.	FE	USA	17/05/2022	Elect Director	Elect Director Melvin D. Williams	Against	Against	A vote AGAINST Vice-Chair and Executive Director John Somerhalder II, Operations and Safety Oversight Committee member James O Neil, Corporate Governance and Corporate Responsibility Committee member Jesse Lynn, and Melvin Williams, who serves on both the Operations and Safety Oversight Committee and the Corporate Governance and Corporate Responsibility Committee, is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted.
FirstEnergy Corp.	FE	USA	17/05/2022	Elect Director	Elect Director Steven J. Demetriou	For	For	A vote AGAINST Vice-Chair and Executive Director John Somerhalder II, Operations and Safety Oversight Committee member James O Neil, Corporate Governance and Corporate Responsibility Committee member Jesse Lynn, and Melvin Williams, who serves on both the Operations and Safety Oversight Committee and the Corporate Governance and Corporate Responsibility Committee, is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted.
FirstEnergy Corp.	FE	USA	17/05/2022	Elect Director	Elect Director Lisa Winston Hicks	For	For	A vote AGAINST Vice-Chair and Executive Director John Somerhalder II, Operations and Safety Oversight Committee member James O Neil, Corporate Governance and Corporate Responsibility Committee member Jesse Lynn, and Melvin Williams, who serves on both the Operations and Safety Oversight Committee and the Corporate Governance and Corporate Responsibility Committee, is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted.
FirstEnergy Corp.	FE	USA	17/05/2022	Elect Director	Elect Director Paul Kaleta	For	For	A vote AGAINST Vice-Chair and Executive Director John Somerhalder II, Operations and Safety Oversight Committee member James O Neil, Corporate Governance and Corporate Responsibility Committee member Jesse Lynn, and Melvin Williams, who serves on both the Operations and Safety Oversight Committee and the Corporate Governance and Corporate Responsibility Committee, is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted.
FirstEnergy Corp.	FE	USA	17/05/2022	Elect Director	Elect Director Sean T. Klimczak	For	For	A vote AGAINST Vice-Chair and Executive Director John Somerhalder II, Operations and Safety Oversight Committee member James O Neil, Corporate Governance and Corporate Responsibility Committee member Jesse Lynn, and Melvin Williams, who serves on both the Operations and Safety Oversight Committee and the Corporate Governance and Corporate Responsibility Committee, is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted.
FirstEnergy Corp.	FE	USA	17/05/2022	Elect Director	Elect Director Jesse A. Lynn	Against	Against	A vote AGAINST Vice-Chair and Executive Director John Somerhalder II, Operations and Safety Oversight Committee member James O Neil, Corporate Governance and Corporate Responsibility Committee member Jesse Lynn, and Melvin Williams, who serves on both the Operations and Safety Oversight Committee and the Corporate Governance and Corporate Responsibility Committee, is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted.
FirstEnergy Corp.	FE	USA	17/05/2022	Elect Director	Elect Director James F. O'Neil, III	Against	Against	A vote AGAINST Vice-Chair and Executive Director John Somerhalder II, Operations and Safety Oversight Committee member James O Neil, Corporate Governance and Corporate Responsibility Committee member Jesse Lynn, and Melvin Williams, who serves on both the Operations and Safety Oversight Committee and the Corporate Governance and Corporate Responsibility Committee, is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted.
FirstEnergy Corp.	FE	USA	17/05/2022	Elect Director	Elect Director John W. Somerhalder, II	Against	Against	A vote AGAINST Vice-Chair and Executive Director John Somerhalder II, Operations and Safety Oversight Committee member James O Neil, Corporate Governance and Corporate Responsibility Committee member Jesse Lynn, and Melvin Williams, who serves on both the Operations and Safety Oversight Committee and the Corporate Governance and Corporate Responsibility Committee, is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted.
FirstEnergy Corp.	FE	USA	17/05/2022	Elect Director	Elect Director Steven E. Strah	For	For	A vote AGAINST Vice-Chair and Executive Director John Somerhalder II, Operations and Safety Oversight Committee member James O Neil, Corporate Governance and Corporate Responsibility Committee member Jesse Lynn, and Melvin Williams, who serves on both the Operations and Safety Oversight Committee and the Corporate Governance and Corporate Responsibility Committee, is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted.
FirstEnergy Corp.	FE	USA	17/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
FirstEnergy Corp.	FE	USA	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Despite some concerns regarding special bonuses and stipends, tax gross-ups, and perquisites, pay and performance was reasonably aligned for the year in review. Short-term and long-term incentives are entirely performance-based and primarily tied to objective measures.
FirstEnergy Corp.	FE	USA	17/05/2022	Miscellaneous Proposal -- Environmental & Social	Report on Child Labor Audit	Against	Against	A vote AGAINST this proposal is warranted as it is unclear how the requested report would benefit shareholders given that the production of electric vehicle batteries is not within the company's supply chain.
FirstEnergy Corp.	FE	USA	17/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right would remain small.
Ferguson Plc	FERG	Jersey	2/12/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Ferguson Plc	FERG	Jersey	2/12/2021	Elect Director	Re-elect Kevin Murphy as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Ferguson Plc	FERG	Jersey	2/12/2021	Elect Director	Re-elect Alan Murray as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Ferguson Plc	FERG	Jersey	2/12/2021	Elect Director	Re-elect Tom Schmitt as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Ferguson Plc	FERG	Jersey	2/12/2021	Elect Director	Re-elect Dr Nadia Shouraboura as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Ferguson Plc	FERG	Jersey	2/12/2021	Elect Director	Re-elect Jacqueline Simmonds as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Ferguson Plc	FERG	Jersey	2/12/2021	Ratify Auditors	Reappoint Deloitte LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Ferguson Plc	FERG	Jersey	2/12/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Ferguson Plc	FERG	Jersey	2/12/2021	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Ferguson Plc	FERG	Jersey	2/12/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Ferguson Plc	FERG	Jersey	2/12/2021	Approve Qualified Employee Stock Purchase Plan	Approve Employee Share Purchase Plan	For	For	A vote FOR this tax-approved plan is warranted because it is broad-based and no corporate governance concerns have been identified.

Ferguson Plc	FERG	Jersey	2/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is considered warranted, although it is not without concerns." CFO Bill Brundage was granted a c. 9% salary increase for FY2022." A portion of the annual bonus awards is based on personal targets and retrospective disclosure on performance achieved is only disclosed a year after the end of the relevant financial year.The main reasons for support are:" As discussed upon his appointment last year, Bill Brundage was appointed at a lower salary than his predecessor, with above-inflationary increases proposed as he developed in the role." No obvious disconnect has been identified regarding the alignment of pay and performance." A post-cessation shareholding requirement has been introduced following shareholder feedback and the CEO's shareholding requirement has been increased from 350% to 500% of salary.
Ferguson Plc	FERG	Jersey	2/12/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Ferguson Plc	FERG	Jersey	2/12/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Ferguson Plc	FERG	Jersey	2/12/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Ferguson Plc	FERG	Jersey	2/12/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Ferguson Plc	FERG	Jersey	2/12/2021	Elect Director	Elect Kelly Baker as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Ferguson Plc	FERG	Jersey	2/12/2021	Elect Director	Elect Brian May as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Ferguson Plc	FERG	Jersey	2/12/2021	Elect Director	Elect Suzanne Wood as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Ferguson Plc	FERG	Jersey	2/12/2021	Elect Director	Re-elect Bill Brundage as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Ferguson Plc	FERG	Jersey	2/12/2021	Elect Director	Re-elect Geoff Drabble as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Ferguson Plc	FERG	Jersey	2/12/2021	Elect Director	Re-elect Catherine Halligan as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Ferguson Plc	FERG	Jersey	2/12/2021	Elect Director	Approve Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listing	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Ferguson Plc	FERG	Jersey	2/12/2021	Approve Listing of Shares on a Secondary Exchange	Approve Listing of the Company's Category of Listing from a Premium Listing to a Standard Listing	For	For	A vote FOR the proposed transfer of the Company's category of listing to a Standard Listing is considered warranted in the absence of material concerns.
FS, Inc.	FFIV	USA	10/03/2022	Elect Director	Elect Director Sandra E. Bergeron	For	For	A vote FOR the director nominees is warranted.
FS, Inc.	FFIV	USA	10/03/2022	Elect Director	Elect Director Elizabeth L. Buse	For	For	A vote FOR the director nominees is warranted.
FS, Inc.	FFIV	USA	10/03/2022	Elect Director	Elect Director Michael L. Dreyer	For	For	A vote FOR the director nominees is warranted.
FS, Inc.	FFIV	USA	10/03/2022	Elect Director	Elect Director Alan J. Higginson	For	For	A vote FOR the director nominees is warranted.
FS, Inc.	FFIV	USA	10/03/2022	Elect Director	Elect Director Peter S. Klein	For	For	A vote FOR the director nominees is warranted.
FS, Inc.	FFIV	USA	10/03/2022	Elect Director	Elect Director Francois Looch-Donou	For	For	A vote FOR the director nominees is warranted.
FS, Inc.	FFIV	USA	10/03/2022	Elect Director	Elect Director Nikhil Mehta	For	For	A vote FOR the director nominees is warranted.
FS, Inc.	FFIV	USA	10/03/2022	Elect Director	Elect Director Michael F. Montoya	For	For	A vote FOR the director nominees is warranted.
FS, Inc.	FFIV	USA	10/03/2022	Elect Director	Elect Director Marie E. Myers	For	For	A vote FOR the director nominees is warranted.
FS, Inc.	FFIV	USA	10/03/2022	Elect Director	Elect Director James M. Phillips	For	For	A vote FOR the director nominees is warranted.
FS, Inc.	FFIV	USA	10/03/2022	Elect Director	Elect Director Sipada Shivananda	For	For	A vote FOR the director nominees is warranted.
FS, Inc.	FFIV	USA	10/03/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
FS, Inc.	FFIV	USA	10/03/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
FS, Inc.	FFIV	USA	10/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time, although some concerns are noted regarding the long-term incentive plan.
Fidelity National Information Services, Inc.	FIS	USA	25/05/2022	Elect Director	Elect Director Ellen R. Alemany	For	For	A vote FOR the director nominees is warranted.
Fidelity National Information Services, Inc.	FIS	USA	25/05/2022	Elect Director	Elect Director Vijay D'Silva	For	For	A vote FOR the director nominees is warranted.
Fidelity National Information Services, Inc.	FIS	USA	25/05/2022	Elect Director	Elect Director Jeffrey A. Goldstein	For	For	A vote FOR the director nominees is warranted.
Fidelity National Information Services, Inc.	FIS	USA	25/05/2022	Elect Director	Elect Director Lisa A. Hook	For	For	A vote FOR the director nominees is warranted.
Fidelity National Information Services, Inc.	FIS	USA	25/05/2022	Elect Director	Elect Director Keith W. Hughes	For	For	A vote FOR the director nominees is warranted.
Fidelity National Information Services, Inc.	FIS	USA	25/05/2022	Elect Director	Elect Director Kenneth T. Lamneck	For	For	A vote FOR the director nominees is warranted.
Fidelity National Information Services, Inc.	FIS	USA	25/05/2022	Elect Director	Elect Director Gary L. Lauer	For	For	A vote FOR the director nominees is warranted.
Fidelity National Information Services, Inc.	FIS	USA	25/05/2022	Elect Director	Elect Director Gary A. Norcross	For	For	A vote FOR the director nominees is warranted.
Fidelity National Information Services, Inc.	FIS	USA	25/05/2022	Elect Director	Elect Director Louise M. Parent	For	For	A vote FOR the director nominees is warranted.
Fidelity National Information Services, Inc.	FIS	USA	25/05/2022	Elect Director	Elect Director Brian T. Shea	For	For	A vote FOR the director nominees is warranted.
Fidelity National Information Services, Inc.	FIS	USA	25/05/2022	Elect Director	Elect Director James B. Stallings, Jr.	For	For	A vote FOR the director nominees is warranted.
Fidelity National Information Services, Inc.	FIS	USA	25/05/2022	Elect Director	Elect Director Jeffrey E. Stiefel	For	For	A vote FOR the director nominees is warranted.
Fidelity National Information Services, Inc.	FIS	USA	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	There are some concerns regarding the increase in LTI grant value amid lagging shareholder returns. Also, the design of the LTI program could have a more long-term focus. However, the annual incentive program is based entirely on objective financial metrics and all target goals were reasonably rigorous. Further, realized pay outcomes in recent years reasonably reflect performance and the company's use of rigorous goals. On balance of these factors, a cautionary vote FOR this proposal is warranted. Shareholders are advised to closely monitor LTI grant values and the long-term nature of the LTI program going forward.
Fidelity National Information Services, Inc.	FIS	USA	25/05/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Fidelity National Information Services, Inc.	FIS	USA	25/05/2022	Approve Non-Qualified Employee Stock Purchase Plan	Approve Nonqualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted given that the plan is broad-based, provides for a reasonable discount, and has limits on employee contributions.
Fidelity National Information Services, Inc.	FIS	USA	25/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Fiserv, Inc.	FISV	USA	18/05/2022	Elect Director	Elect Director Frank J. Bisignano	For	For	A vote FOR the director nominees is warranted.
Fiserv, Inc.	FISV	USA	18/05/2022	Elect Director	Elect Director Alison Davis	For	For	A vote FOR the director nominees is warranted.
Fiserv, Inc.	FISV	USA	18/05/2022	Elect Director	Elect Director Henrique de Castro	For	For	A vote FOR the director nominees is warranted.
Fiserv, Inc.	FISV	USA	18/05/2022	Elect Director	Elect Director Harry F. DiSimone	For	For	A vote FOR the director nominees is warranted.
Fiserv, Inc.	FISV	USA	18/05/2022	Elect Director	Elect Director Dylan G. Haggart	For	For	A vote FOR the director nominees is warranted.
Fiserv, Inc.	FISV	USA	18/05/2022	Elect Director	Elect Director Wafaa Marnilli	For	For	A vote FOR the director nominees is warranted.
Fiserv, Inc.	FISV	USA	18/05/2022	Elect Director	Elect Director Heidi G. Miller	For	For	A vote FOR the director nominees is warranted.
Fiserv, Inc.	FISV	USA	18/05/2022	Elect Director	Elect Director Doyle R. Simons	For	For	A vote FOR the director nominees is warranted.
Fiserv, Inc.	FISV	USA	18/05/2022	Elect Director	Elect Director Kevin M. Warren	For	For	A vote FOR the director nominees is warranted.
Fiserv, Inc.	FISV	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR the proposal is warranted. Following low shareholder support for last year's say-on-pay proposal, the compensation committee disclosed engagement efforts with shareholders as well as the feedback received in these engagements. The proxy also notes commitments and pay program changes that were made in response to these shareholder concerns. In addition, pay and performance are reasonably aligned for the year in review. Although some concerns are noted, annual incentives are primarily performance-based, and long-term incentives are half-performance based and utilize a multi-year measurement period.
Fiserv, Inc.	FISV	USA	18/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Fiserv, Inc.	FISV	USA	18/05/2022	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	For	A vote FOR this item is warranted given that the proposal applies only to future severance arrangements, the current agreements will not be affected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.
Fifth Third Bancorp	FITB	USA	12/04/2022	Elect Director	Elect Director Nicholas K. Akins	For	For	A vote FOR the director nominees is warranted.
Fifth Third Bancorp	FITB	USA	12/04/2022	Elect Director	Elect Director B. Evan Bayh, III	For	For	A vote FOR the director nominees is warranted.
Fifth Third Bancorp	FITB	USA	12/04/2022	Elect Director	Elect Director Jorge L. Benitez	For	For	A vote FOR the director nominees is warranted.
Fifth Third Bancorp	FITB	USA	12/04/2022	Elect Director	Elect Director Katherine B. Blackburn	For	For	A vote FOR the director nominees is warranted.
Fifth Third Bancorp	FITB	USA	12/04/2022	Elect Director	Elect Director Emerson L. Brumback	For	For	A vote FOR the director nominees is warranted.
Fifth Third Bancorp	FITB	USA	12/04/2022	Elect Director	Elect Director Greg D. Carmichael	For	For	A vote FOR the director nominees is warranted.
Fifth Third Bancorp	FITB	USA	12/04/2022	Elect Director	Elect Director Linda W. Clement-Holmes	For	For	A vote FOR the director nominees is warranted.
Fifth Third Bancorp	FITB	USA	12/04/2022	Elect Director	Elect Director C. Bryan Daniels	For	For	A vote FOR the director nominees is warranted.
Fifth Third Bancorp	FITB	USA	12/04/2022	Elect Director	Elect Director Mitchell S. Feiger	For	For	A vote FOR the director nominees is warranted.
Fifth Third Bancorp	FITB	USA	12/04/2022	Elect Director	Elect Director Thomas H. Harvey	For	For	A vote FOR the director nominees is warranted.
Fifth Third Bancorp	FITB	USA	12/04/2022	Elect Director	Elect Director Gary R. Heminger	For	For	A vote FOR the director nominees is warranted.
Fifth Third Bancorp	FITB	USA	12/04/2022	Elect Director	Elect Director Jewell D. Hoover	For	For	A vote FOR the director nominees is warranted.
Fifth Third Bancorp	FITB	USA	12/04/2022	Elect Director	Elect Director Eileen A. Mallesch	For	For	A vote FOR the director nominees is warranted.
Fifth Third Bancorp	FITB	USA	12/04/2022	Elect Director	Elect Director Michael B. McCallister	For	For	A vote FOR the director nominees is warranted.
Fifth Third Bancorp	FITB	USA	12/04/2022	Elect Director	Elect Director Marsha C. Williams	For	For	A vote FOR the director nominees is warranted.

Fifth Third Bancorp	FITB	USA	12/04/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Fifth Third Bancorp	FITB	USA	12/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. There is continued concern about the structure of the annual incentive plan, which provides the committee with significant discretion. However, annual incentives are primarily based on pre-set, quantitative metrics, and half of the long-term incentives are based on multi-year performance for which the primary forward-looking goals are clearly disclosed. In addition, pay and performance remain reasonably aligned at this time. Continued monitoring of the pay program is nevertheless warranted.
Fifth Third Bancorp	FITB	USA	12/04/2022	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Amend Fifth Third Bancorp Code of Regulations to Add a Federal Forum Selection Provision	For	For	A vote FOR this proposal is warranted, as requiring federal securities litigation to be brought in federal court has the potential to reduce the company's litigation costs without unduly burdening would be plaintiffs.
Flight Centre Travel Group Limited	FLT	Australia	20/10/2021	Elect Director	Elect Colette Garnsey as Director	For	For	A vote FOR the re-election of independent directors Colette Garnsey (Item 1) and Robert Baker (Item 2) is warranted.
Flight Centre Travel Group Limited	FLT	Australia	20/10/2021	Elect Director	Elect Robert Baker as Director	For	For	A vote FOR the re-election of independent directors Colette Garnsey (Item 1) and Robert Baker (Item 2) is warranted.
Flight Centre Travel Group Limited	FLT	Australia	20/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted. There is no disconnect between CEO pay and performance and shareholder outcomes for the period under review. Executive KMP elected to reduce their earnings during FY21 as part of the company's COVID-19 response plan. Further, no STI was set in FY21, resulting in executive KMP receiving 86.25 percent of their targeted remuneration packages. This is below the 90 percent floor that would normally have been guaranteed. However, the following concerns are raised: " Certain executives received substantial increases in their target fixed remuneration in the past year without disclosed rationale;" The LTRP and PCRPR plans are essentially a retention plan with no financial performance hurdles. Investors may question the size of the grants under the PCRPR plan, which had award values that exceed the LTI of CEOs at companies of similar industry and size;" There are no minimum shareholding requirements for executives and non-executive directors; and" The Business Ownership Scheme, while building executive shareholding, can reward at very high levels, especially for those in the BOS Multiplier program (although it was suspended in FY21).
Flight Centre Travel Group Limited	FLT	Australia	20/10/2021	Approve Issuance of Warrants/Convertible Debentures	Ratify Past Issuance of Senior Unsecured Unsubordinated Convertible Notes to Eligible Investors	For	For	A vote FOR this resolution is warranted because: " The maximum dilution on conversion is 13.1 percent, which is on the high side but not unreasonable amid the pandemic and having regard to the impact of the pandemic and the position of the company;" The board's rationale for the use of proceeds appears sound; and" There are no significant concerns regarding the terms of the convertible notes.
Flight Centre Travel Group Limited	FLT	Australia	20/10/2021	Approve Share Plan Grant	Ratify Past Issuance of Rights to Employees	For	For	A vote FOR this resolution is warranted as participation under the Global Recovery Rights Program, under which the rights were issued, is broad based and excludes executive KMP and directors. In addition, the potential dilution upon exercise of the rights is reasonable.
Flight Centre Travel Group Limited	FLT	Australia	20/10/2021	Approve Share Plan Grant	Ratify Past Issuance of Rights to Select Senior Managers	For	For	A qualified vote FOR this resolution is warranted as the potential dilution associated with the rights issuance is not excessive and participation under the plan extends beyond executive KMP. However, the use of retention rights for executive KMP without performance hurdles and short vesting periods is not consistent with local market practice.
Flight Centre Travel Group Limited	FLT	Australia	20/10/2021	Approve Restricted Stock Plan	Approve Future Issuances Under the Flight Centre Employee Share Plan	For	For	A vote FOR this resolution is warranted given that this establishes the broader framework for equity incentives at the company, and no material governance concerns have been identified.
Flight Centre Travel Group Limited	FLT	Australia	20/10/2021	Approve Restricted Stock Plan	Approve Future Issuances Under the Flight Centre Long Term Retention Plan	Against	Against	A vote AGAINST this resolution is warranted as retention plans with no financial performance hurdles are not consistent with local market standards as they are misaligned with investor interests and expectations.
Flight Centre Travel Group Limited	FLT	Australia	20/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted because: " The proposed new constitution includes wording that could permit general meetings to be held by virtual only means;" While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any changes that serve to completely eliminate any physical attendance at meetings. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders;" It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic; this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to shareholders from approving this provision at present; and" Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
FleetCor Technologies Inc.	FLT	USA	9/06/2022	Elect Director	Elect Director Steven T. Stull	For	For	A vote FOR the director nominees is warranted.
FleetCor Technologies Inc.	FLT	USA	9/06/2022	Elect Director	Elect Director Michael Buckman	For	For	A vote FOR the director nominees is warranted.
FleetCor Technologies Inc.	FLT	USA	9/06/2022	Elect Director	Elect Director Ronald F. Clarke	For	For	A vote FOR the director nominees is warranted.
FleetCor Technologies Inc.	FLT	USA	9/06/2022	Elect Director	Elect Director Joseph W. Farrelly	For	For	A vote FOR the director nominees is warranted.
FleetCor Technologies Inc.	FLT	USA	9/06/2022	Elect Director	Elect Director Thomas M. Hagerly	For	For	A vote FOR the director nominees is warranted.
FleetCor Technologies Inc.	FLT	USA	9/06/2022	Elect Director	Elect Director Mark A. Johnson	For	For	A vote FOR the director nominees is warranted.
FleetCor Technologies Inc.	FLT	USA	9/06/2022	Elect Director	Elect Director Archie L. Jones, Jr.	For	For	A vote FOR the director nominees is warranted.
FleetCor Technologies Inc.	FLT	USA	9/06/2022	Elect Director	Elect Director Hale G. Moddesmog	For	For	A vote FOR the director nominees is warranted.
FleetCor Technologies Inc.	FLT	USA	9/06/2022	Elect Director	Elect Director Richard Macchia	For	For	A vote FOR the director nominees is warranted.
FleetCor Technologies Inc.	FLT	USA	9/06/2022	Elect Director	Elect Director Jeffrey S. Sloan	For	For	A vote FOR the director nominees is warranted.
FleetCor Technologies Inc.	FLT	USA	9/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
FleetCor Technologies Inc.	FLT	USA	9/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. The compensation committee granted another front-loaded equity award to the CEO that, while conditioned upon achievement of stock price hurdles, is excessive even when annualized over the four years the award is intended to cover. The company has a history of periodic grants of excessive equity awards to the CEO, and the CEO's pay magnitude has been noted as a topic of shareholder feedback in the past. In addition, although annual and long-term incentives are sufficiently performance-based, annual LTI awards lack a long-term focus and disclosure of certain annual and LTI performance targets is lacking.
FleetCor Technologies Inc.	FLT	USA	9/06/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
FleetCor Technologies Inc.	FLT	USA	9/06/2022	Provide Right to Act by Written Consent	Provide Right to Act by Written Consent	For	For	A vote FOR this proposal is warranted. The right to act by written consent is a powerful tool for shareholders and is generally considered good governance. Additionally, the company does not have a shareholder who could abuse the written consent right.
FleetCor Technologies Inc.	FLT	USA	9/06/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is small.
Flutter Entertainment Plc	FLTR	Ireland	28/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Flutter Entertainment Plc	FLTR	Ireland	28/04/2022	Authorize Reissuance of Repurchased Shares	Authorise the Company to Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	For	For	A vote FOR this item is warranted, as it is a routine matter in Ireland, where the Company is incorporated.
Flutter Entertainment Plc	FLTR	Ireland	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the remuneration report is warranted. The CEO and CFO have been awarded salary increases of 26% and 20%, respectively. It is noted that: " These increases follow salary raises implemented in the immediate aftermath of the TSG merger in Summer 2020. " The CEO's new salary positions him in the upper quartile against comparator groups. " A phased approach to the increases has not been adopted. " The salaries have been raised against the backdrop of significant diminution of shareholder value.
Flutter Entertainment Plc	FLTR	Ireland	28/04/2022	Elect Director	Elect Nancy Dubuc as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Flutter Entertainment Plc	FLTR	Ireland	28/04/2022	Elect Director	Elect Holly Koepsel as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Flutter Entertainment Plc	FLTR	Ireland	28/04/2022	Elect Director	Elect Aif Riagáin as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Flutter Entertainment Plc	FLTR	Ireland	28/04/2022	Elect Director	Re-elect Zilah Byng-Thorne as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Flutter Entertainment Plc	FLTR	Ireland	28/04/2022	Elect Director	Re-elect Nancy Cruickshank as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Flutter Entertainment Plc	FLTR	Ireland	28/04/2022	Elect Director	Re-elect Richard Flint as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Flutter Entertainment Plc	FLTR	Ireland	28/04/2022	Elect Director	Re-elect Andrew Higginson as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Flutter Entertainment Plc	FLTR	Ireland	28/04/2022	Elect Director	Re-elect Jonathan Hill as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Flutter Entertainment Plc	FLTR	Ireland	28/04/2022	Elect Director	Re-elect Alfred Hurley Jr as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Flutter Entertainment Plc	FLTR	Ireland	28/04/2022	Elect Director	Re-elect Peter Jackson as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Flutter Entertainment Plc	FLTR	Ireland	28/04/2022	Elect Director	Re-elect David Lazzarato as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Flutter Entertainment Plc	FLTR	Ireland	28/04/2022	Elect Director	Re-elect Gary McGann as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Flutter Entertainment Plc	FLTR	Ireland	28/04/2022	Elect Director	Re-elect Mary Turner as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Flutter Entertainment Plc	FLTR	Ireland	28/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Flutter Entertainment Plc	FLTR	Ireland	28/04/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Flutter Entertainment Plc	FLTR	Ireland	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted although the proposals are not without concern because: " In 2020, the Company s used the authorities approved at the previous AGM in a manner that is inconsistent with its stated commitments and the guidance from the UK's Pre-Emption Group. However, as commented in the 2021 analysis, the usage was only slightly above the standard disapplication rights and a robust business case was made. There has been no mis-use of authority during the year under review.
Flutter Entertainment Plc	FLTR	Ireland	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted although the proposals are not without concern because: " In 2020, the Company s used the authorities approved at the previous AGM in a manner that is inconsistent with its stated commitments and the guidance from the UK's Pre-Emption Group. However, as commented in the 2021 analysis, the usage was only slightly above the standard disapplication rights and a robust business case was made. There has been no mis-use of authority during the year under review.
Flutter Entertainment Plc	FLTR	Ireland	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	For	For	A vote FOR these resolutions is warranted although the proposals are not without concern because: " In 2020, the Company s used the authorities approved at the previous AGM in a manner that is inconsistent with its stated commitments and the guidance from the UK's Pre-Emption Group. However, as commented in the 2021 analysis, the usage was only slightly above the standard disapplication rights and a robust business case was made. There has been no mis-use of authority during the year under review.
Flutter Entertainment Plc	FLTR	Ireland	28/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
FMC Corporation	FMC	USA	28/04/2022	Elect Director	Elect Director Pierre Brondeau	For	For	A vote FOR the director nominees is warranted.
FMC Corporation	FMC	USA	28/04/2022	Elect Director	Elect Director Eduardo E. Cordeiro	For	For	A vote FOR the director nominees is warranted.
FMC Corporation	FMC	USA	28/04/2022	Elect Director	Elect Director Carol Anthony ("John") Davidson	For	For	A vote FOR the director nominees is warranted.
FMC Corporation	FMC	USA	28/04/2022	Elect Director	Elect Director Mark Douglas	For	For	A vote FOR the director nominees is warranted.

FMC Corporation	FMC	USA	28/04/2022	Elect Director	Elect Director Kathy L. Fortman	For	For	A vote FOR the director nominees is warranted.
FMC Corporation	FMC	USA	28/04/2022	Elect Director	Elect Director C. Scott Greer	For	For	A vote FOR the director nominees is warranted.
FMC Corporation	FMC	USA	28/04/2022	Elect Director	Elect Director KLYnne Johnson	For	For	A vote FOR the director nominees is warranted.
FMC Corporation	FMC	USA	28/04/2022	Elect Director	Elect Director Dirk A. Kempthorne	For	For	A vote FOR the director nominees is warranted.
FMC Corporation	FMC	USA	28/04/2022	Elect Director	Elect Director Paul J. Norris	For	For	A vote FOR the director nominees is warranted.
FMC Corporation	FMC	USA	28/04/2022	Elect Director	Elect Director Margaret Ovrum	For	For	A vote FOR the director nominees is warranted.
FMC Corporation	FMC	USA	28/04/2022	Elect Director	Elect Director Robert C. Pallash	For	For	A vote FOR the director nominees is warranted.
FMC Corporation	FMC	USA	28/04/2022	Elect Director	Elect Director Vincent R. Volpe, Jr.	For	For	A vote FOR the director nominees is warranted.
FMC Corporation	FMC	USA	28/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
FMC Corporation	FMC	USA	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Although some concerns are noted, annual incentives are primarily based on financial goals and long-term incentives continue to be half performance-based.
Fortescue Metals Group Ltd.	FMG	Australia	9/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted. No material misalignment between pay, performance and shareholder outcomes has been identified for the period under review. The board took a harsh position in exercising discretion where, "the STI bonus to the CEO, CFO and other executives was reduced to nil, despite the stellar financial results of the company, and" the vesting of the FY19 LTI grant was significantly reduced, despite the Board's disclosure that 100 percent could have vested - the board took account of the significant increase in the price of iron over the period which was disclosed to be outside the control of management and which in turn had a significant impact of the company's profitability and shareholder returns. Nevertheless, certain concerns continue to be highlighted regarding the structure of remuneration, including: "Continued use of cliff vesting in the STI," Duplication of STI and LTI performance measures, namely the non-financial and strategic metrics, "Awarding STI rights at the beginning of the annual performance year allowing executives to receive additional benefit from share price growth over the course of the year." The use of a high percentage devoted to strategic objectives in the LTI in the absence of any clear disclosure to justify alignment with shareholder interests, and "The level of discretion afforded to the Board may not always be applied in alignment with shareholder interests.
Fortescue Metals Group Ltd.	FMG	Australia	9/11/2021	Elect Director	Elect Sebastian Coe as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.
Fortescue Metals Group Ltd.	FMG	Australia	9/11/2021	Elect Director	Elect Jean Baderschneider as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.
Fortescue Metals Group Ltd.	FMG	Australia	9/11/2021	Elect Director	Elect Cao Zhiqiang as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.
Fortescue Metals Group Ltd.	FMG	Australia	9/11/2021	Approve Restricted Stock Plan	Approve Fortescue Metals Group Ltd Performance Rights Plan	For	For	A vote FOR the Performance Rights Plan is warranted given the structure of the award is consistent with shareholder expectations and the broader framework of the plan is in line with market practice. This represents the equity incentive framework across the company for all employees. However, shareholders may be concerned about the level of discretion afforded to the board regarding the terms of the plan or any awards granted pursuant to the plan.
Fortescue Metals Group Ltd.	FMG	Australia	9/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Elizabeth Gaines	Against	Against	A vote AGAINST this resolution is warranted because of concerns for problematic pay practices including: "Insufficient disclosure of performance targets and weightings for the STI award," Duplication of performance metrics in both the STI and LTI, "Granting STI rights to the CEO at the beginning of the FY22 performance period provides an opportunity for additional benefit to be gained from share price appreciation prior to the Award being earned and above the disclosed STI value that shareholders are being asked to approve," Excessive weighting to strategic measures in the LTI award is not in line with market, and "The Average Return on Equity metric appears to be insufficiently challenging.
Fortescue Metals Group Ltd.	FMG	Australia	9/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted, as the request to amend the company's constitution is potentially broad with no regulatory framework to oversee shareholder proposals. The company has confirmed its willingness to engage with shareholders and other stakeholder groups with a view to addressing their concerns.
Fortescue Metals Group Ltd.	FMG	Australia	9/11/2021	Community -Environment Impact	Approve Support for Improvement to Western Australian Cultural Heritage Protection Law	For	For	On balance, shareholder support FOR this resolution is warranted because: "The Interim Report and the Final report of the Senate Standing Committee on Northern Australia has recommended review and amendment of the Aboriginal Cultural Heritage Bill 2020 (WA) to address various concerns." The company states it is committed to the protection of Aboriginal heritage and the modernisation of Western Australia's Aboriginal Heritage protection legislation and an increase voice for aboriginal people, which appears to align with the recommendations in the Standing Committee's Final Report." The Standing Committee believes that in regard to the ACH Bill, the WA Government should investigate Commonwealth and State government approaches to Aboriginal heritage protection including proposed Commonwealth minimum standards.
Fox Corporation	FOXA	USA	10/11/2021	Elect Director	Elect Director K. Rupert Murdoch	For	For	A vote AGAINST William Burck is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.
Fox Corporation	FOXA	USA	10/11/2021	Elect Director	Elect Director Lachlan K. Murdoch	For	For	A vote AGAINST William Burck is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.
Fox Corporation	FOXA	USA	10/11/2021	Elect Director	Elect Director William A. Burck	Against	Against	A vote AGAINST William Burck is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.
Fox Corporation	FOXA	USA	10/11/2021	Elect Director	Elect Director Chase Carey	For	For	A vote AGAINST William Burck is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.
Fox Corporation	FOXA	USA	10/11/2021	Elect Director	Elect Director Anne Dias	For	For	A vote AGAINST William Burck is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.
Fox Corporation	FOXA	USA	10/11/2021	Elect Director	Elect Director Roland A. Hernandez	For	For	A vote AGAINST William Burck is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.
Fox Corporation	FOXA	USA	10/11/2021	Elect Director	Elect Director Jacques Nasser	For	For	A vote AGAINST William Burck is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.
Fox Corporation	FOXA	USA	10/11/2021	Elect Director	Elect Director Paul D. Ryan	For	For	A vote AGAINST William Burck is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.
Fox Corporation	FOXA	USA	10/11/2021	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Fox Corporation	FOXA	USA	10/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. Incentive programs continue to be predominantly performance-based, with the short-term incentives based primarily on a pre-set objective financial metric and a long-term incentive program being half performance conditioned with multi-year goals. However, some concern remains regarding high base salaries for certain NEOs, high total pay for the board chair, and undisclosed PSU goals. Future shareholder monitoring is warranted with respect to these concerns.
Fox Corporation	FOXA	USA	10/11/2021	Political Lobbying Disclosure	Report on Lobbying Payments and Policy	For	For	A vote FOR this resolution is warranted, as additional information on the company's lobbying expenses and trade association memberships, payments, and oversight mechanisms would allow shareholders to understand the company's management of its lobbying activities and any related risks and benefits.
Fox Corporation	FOXA	USA	10/11/2021	Company-Specific--Governance-Related	Amend Certificate of Incorporation to Become a Public Benefit Corporation	Against	Against	A vote AGAINST this proposal is warranted. Although the company is involved in numerous controversies, this is more likely a result of its multi-class capital structure, which leaves the management team unaccountable to unaffiliated shareholders, rather than its structure as a conventional corporation. Since the company already asserts that it is able to act in the broader interests of society, it is not clear that converting to a Public Benefit Corporation is necessary, nor would it necessarily be sufficient to change the company's current business practices.
Fisher & Paykel Healthcare Corporation Limited	FPH	New Zealand	18/08/2021	Elect Director	Elect Scott St John as Director	For	For	Item 1A qualified vote FOR the re-election of independent non-executive director Scott St John is warranted. The qualification is to highlight that he is the chairman of the board and a member of the remuneration committee, where problematic pay practices and inconsistency with the NZX Code are observed. Item 2A vote FOR the re-election of non-independent non-executive director Michael Daniell is warranted. He holds key skills and experience relevant to the company and board. The board remains majority independent and no corporate governance concerns have been identified in relation to this nominee.
Fisher & Paykel Healthcare Corporation Limited	FPH	New Zealand	18/08/2021	Elect Director	Elect Michael Daniell as Director	For	For	Item 1A qualified vote FOR the re-election of independent non-executive director Scott St John is warranted. The qualification is to highlight that he is the chairman of the board and a member of the remuneration committee, where problematic pay practices and inconsistency with the NZX Code are observed. Item 2A vote FOR the re-election of non-independent non-executive director Michael Daniell is warranted. He holds key skills and experience relevant to the company and board. The board remains majority independent and no corporate governance concerns have been identified in relation to this nominee.
Fisher & Paykel Healthcare Corporation Limited	FPH	New Zealand	18/08/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorize Board to Fix Remuneration of the Auditors	For	For	A vote FOR this resolution is warranted. No material corporate governance concerns have been identified. Shareholders should be aware that the auditor issued a qualified opinion on the financial statements due to an inability to finalise product inventory counts and material cycle counts in FY20. PwC was unable to determine whether adjustments might have been necessary in respect of the profit for the year ended 31 March 2021 and the possible effect of this matter on the comparability of the current period's figures and the corresponding figures. Procedures were impacted by the COVID-19 pandemic and New Zealand government lockdown restrictions.
Fisher & Paykel Healthcare Corporation Limited	FPH	New Zealand	18/08/2021	Approve Share Plan Grant	Approve Issuance of Performance Share Rights to Lewis Gradon	For	For	A qualified vote FOR this resolution is warranted. The three-year performance period, performance hurdles, and vesting conditions (measured as outperformance of the company's gross TSR against the Dow Jones US Select Medical Equipment Index) are consistent with improved shareholder interests. However, concerns exist for re-testing provisions of the TSR hurdle for two years, which is inconsistent with the expectations of many shareholders and better corporate governance practice. Shareholders would expect the board to address this issue.
Fisher & Paykel Healthcare Corporation Limited	FPH	New Zealand	18/08/2021	Approve Stock Option Plan Grants	Approve Issuance of Options to Lewis Gradon	For	For	A qualified vote FOR this resolution is warranted. Vesting conditions are sufficiently demanding and incorporate an uplift in the exercise price for the company's cost of capital. The benefit to the managing director from the options is aligned with shareholder returns. Nevertheless, concerns exist that the vesting of options is effectively re-tested for a further two years after the end of the three-year performance period up to the fifth anniversary from the grant date. Such vesting structure is however more consistent with options, and less so with performance rights.
First Republic Bank	FRC	USA	17/05/2022	Elect Director	Elect Director James H. Herbert, II	For	For	A vote FOR the director nominees is warranted.
First Republic Bank	FRC	USA	17/05/2022	Elect Director	Elect Director Michael J. Roffler	For	For	A vote FOR the director nominees is warranted.
First Republic Bank	FRC	USA	17/05/2022	Elect Director	Elect Director Katherine August-deWilde	For	For	A vote FOR the director nominees is warranted.
First Republic Bank	FRC	USA	17/05/2022	Elect Director	Elect Director Frank J. Fahrenkopf, Jr.	For	For	A vote FOR the director nominees is warranted.
First Republic Bank	FRC	USA	17/05/2022	Elect Director	Elect Director Boris Groysberg	For	For	A vote FOR the director nominees is warranted.
First Republic Bank	FRC	USA	17/05/2022	Elect Director	Elect Director Sandra R. Hernandez	For	For	A vote FOR the director nominees is warranted.
First Republic Bank	FRC	USA	17/05/2022	Elect Director	Elect Director Pamela J. Joyner	For	For	A vote FOR the director nominees is warranted.
First Republic Bank	FRC	USA	17/05/2022	Elect Director	Elect Director Shilla Kim-Parker	For	For	A vote FOR the director nominees is warranted.
First Republic Bank	FRC	USA	17/05/2022	Elect Director	Elect Director Reynold Levy	For	For	A vote FOR the director nominees is warranted.

First Republic Bank	FRC	USA	17/05/2022	Elect Director	Elect Director George G.C. Parker	For	For	A vote FOR the director nominees is warranted.
First Republic Bank	FRC	USA	17/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
First Republic Bank	FRC	USA	17/05/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPCS), a vote FOR this proposal is warranted.
First Republic Bank	FRC	USA	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. There are some concerns regarding certain aspects of the annual incentive. Former CEO Herbert (now executive chair) continued to be eligible for a relatively large annual incentive opportunity and for 2021, the cap on maximum payouts was removed without rationale, which provided for significant award potential. In addition, goal rigor concerns remain for the annual incentive. However, the company disclosed in a supplemental filing that the maximum cap on Herbert's annual incentive will return for 2022, at \$7.0 million. In addition, annual equity awards were entirely performance-based and utilize a multi-year measurement period. Lastly, pay and performance were reasonably aligned for the year in review. Shareholders are advised to closely monitor compensation practices, with particular focus on the annual incentive and the executive chairman's award opportunities and pay outcomes.
Fresnillo Plc	FRES	United Kingdom	17/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Fresnillo Plc	FRES	United Kingdom	17/05/2022	Elect Director	Re-elect Charles Jacobs as Director	For	For	Item 5: Re-elect Alejandro Bailleres as Director A vote AGAINST the Chair, Alejandro Bailleres is warranted: * Despite not being independent upon appointment, he sits on the Remuneration Committee; and * Some concerns have been identified in regard to his external mandates. Items 6 and 7 A vote FOR Juan Bordes and Arturo Fernandez is warranted, although it is not without concern for shareholders: * They have significant external positions at publicly-listed companies in addition to their roles as NED at Fresnillo plc. The main reason for support is: * Their external positions are interconnected, relating mainly to subsidiary companies of Grupo Bal, a private industrial conglomerate controlled by the Bailleres family. Items 8 to 16 A vote FOR these candidates is warranted, as no significant concerns have been identified.
Fresnillo Plc	FRES	United Kingdom	17/05/2022	Elect Director	Re-elect Barbara Laguera as Director	For	For	Item 5: Re-elect Alejandro Bailleres as Director A vote AGAINST the Chair, Alejandro Bailleres is warranted: * Despite not being independent upon appointment, he sits on the Remuneration Committee; and * Some concerns have been identified in regard to his external mandates. Items 6 and 7 A vote FOR Juan Bordes and Arturo Fernandez is warranted, although it is not without concern for shareholders: * They have significant external positions at publicly-listed companies in addition to their roles as NED at Fresnillo plc. The main reason for support is: * Their external positions are interconnected, relating mainly to subsidiary companies of Grupo Bal, a private industrial conglomerate controlled by the Bailleres family. Items 8 to 16 A vote FOR these candidates is warranted, as no significant concerns have been identified.
Fresnillo Plc	FRES	United Kingdom	17/05/2022	Elect Director	Re-elect Alberto Tiburcio as Director	For	For	Item 5: Re-elect Alejandro Bailleres as Director A vote AGAINST the Chair, Alejandro Bailleres is warranted: * Despite not being independent upon appointment, he sits on the Remuneration Committee; and * Some concerns have been identified in regard to his external mandates. Items 6 and 7 A vote FOR Juan Bordes and Arturo Fernandez is warranted, although it is not without concern for shareholders: * They have significant external positions at publicly-listed companies in addition to their roles as NED at Fresnillo plc. The main reason for support is: * Their external positions are interconnected, relating mainly to subsidiary companies of Grupo Bal, a private industrial conglomerate controlled by the Bailleres family. Items 8 to 16 A vote FOR these candidates is warranted, as no significant concerns have been identified.
Fresnillo Plc	FRES	United Kingdom	17/05/2022	Elect Director	Re-elect Dame Judith Macgregor as Director	For	For	Item 5: Re-elect Alejandro Bailleres as Director A vote AGAINST the Chair, Alejandro Bailleres is warranted: * Despite not being independent upon appointment, he sits on the Remuneration Committee; and * Some concerns have been identified in regard to his external mandates. Items 6 and 7 A vote FOR Juan Bordes and Arturo Fernandez is warranted, although it is not without concern for shareholders: * They have significant external positions at publicly-listed companies in addition to their roles as NED at Fresnillo plc. The main reason for support is: * Their external positions are interconnected, relating mainly to subsidiary companies of Grupo Bal, a private industrial conglomerate controlled by the Bailleres family. Items 8 to 16 A vote FOR these candidates is warranted, as no significant concerns have been identified.
Fresnillo Plc	FRES	United Kingdom	17/05/2022	Elect Director	Re-elect Georgina Kessel as Director	For	For	Item 5: Re-elect Alejandro Bailleres as Director A vote AGAINST the Chair, Alejandro Bailleres is warranted: * Despite not being independent upon appointment, he sits on the Remuneration Committee; and * Some concerns have been identified in regard to his external mandates. Items 6 and 7 A vote FOR Juan Bordes and Arturo Fernandez is warranted, although it is not without concern for shareholders: * They have significant external positions at publicly-listed companies in addition to their roles as NED at Fresnillo plc. The main reason for support is: * Their external positions are interconnected, relating mainly to subsidiary companies of Grupo Bal, a private industrial conglomerate controlled by the Bailleres family. Items 8 to 16 A vote FOR these candidates is warranted, as no significant concerns have been identified.
Fresnillo Plc	FRES	United Kingdom	17/05/2022	Elect Director	Re-elect Guadalupe de la Vega as Director	For	For	Item 5: Re-elect Alejandro Bailleres as Director A vote AGAINST the Chair, Alejandro Bailleres is warranted: * Despite not being independent upon appointment, he sits on the Remuneration Committee; and * Some concerns have been identified in regard to his external mandates. Items 6 and 7 A vote FOR Juan Bordes and Arturo Fernandez is warranted, although it is not without concern for shareholders: * They have significant external positions at publicly-listed companies in addition to their roles as NED at Fresnillo plc. The main reason for support is: * Their external positions are interconnected, relating mainly to subsidiary companies of Grupo Bal, a private industrial conglomerate controlled by the Bailleres family. Items 8 to 16 A vote FOR these candidates is warranted, as no significant concerns have been identified.
Fresnillo Plc	FRES	United Kingdom	17/05/2022	Elect Director	Re-elect Hector Rangel as Director	For	For	Item 5: Re-elect Alejandro Bailleres as Director A vote AGAINST the Chair, Alejandro Bailleres is warranted: * Despite not being independent upon appointment, he sits on the Remuneration Committee; and * Some concerns have been identified in regard to his external mandates. Items 6 and 7 A vote FOR Juan Bordes and Arturo Fernandez is warranted, although it is not without concern for shareholders: * They have significant external positions at publicly-listed companies in addition to their roles as NED at Fresnillo plc. The main reason for support is: * Their external positions are interconnected, relating mainly to subsidiary companies of Grupo Bal, a private industrial conglomerate controlled by the Bailleres family. Items 8 to 16 A vote FOR these candidates is warranted, as no significant concerns have been identified.
Fresnillo Plc	FRES	United Kingdom	17/05/2022	Ratify Auditors	Reappoint Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Fresnillo Plc	FRES	United Kingdom	17/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Fresnillo Plc	FRES	United Kingdom	17/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Fresnillo Plc	FRES	United Kingdom	17/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Fresnillo Plc	FRES	United Kingdom	17/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Fresnillo Plc	FRES	United Kingdom	17/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Fresnillo Plc	FRES	United Kingdom	17/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Fresnillo Plc	FRES	United Kingdom	17/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Fresnillo Plc	FRES	United Kingdom	17/05/2022	Ratify Past Allocation of Income and Dividends	Approve Matters Relating to the Relevant Distributions	For	For	A vote FOR this resolution is warranted although it is not without concern for shareholders: * The Company inadvertently breached the Companies Act 2006 when paying the Relevant Distributions. This is a matter of inherent concern. The main reasons for support are: * The resolution will rectify the potential legal issues arising from the breach of the Act; and * There are no obvious benefits to shareholders in this resolution being defeated.
Fresnillo Plc	FRES	United Kingdom	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted as no significant concerns have been identified.
Fresnillo Plc	FRES	United Kingdom	17/05/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR this resolution is warranted, although it is not without concern for shareholders: * The Company has not introduced a formal shareholding requirement. This is not in line with the UK Code and the IA Principles. * The annual bonus framework does not comprise a formal position on the composition of annual bonus metrics. The main reasons for support are: * The Company has provided a justification and given that the Company's headquarters and operations are in Mexico, any influence of market practice and perspectives on incentives is taken into consideration. * The Company has introduced a malus provision in its annual bonus framework. * The overall bonus opportunity, being the only variable pay scheme, does not raise significant concern.
Fresnillo Plc	FRES	United Kingdom	17/05/2022	Elect Director	Re-elect Alejandro Bailleres as Director	Against	Against	Item 5: Re-elect Alejandro Bailleres as Director A vote AGAINST the Chair, Alejandro Bailleres is warranted: * Despite not being independent upon appointment, he sits on the Remuneration Committee; and * Some concerns have been identified in regard to his external mandates. Items 6 and 7 A vote FOR Juan Bordes and Arturo Fernandez is warranted, although it is not without concern for shareholders: * They have significant external positions at publicly-listed companies in addition to their roles as NED at Fresnillo plc. The main reason for support is: * Their external positions are interconnected, relating mainly to subsidiary companies of Grupo Bal, a private industrial conglomerate controlled by the Bailleres family. Items 8 to 16 A vote FOR these candidates is warranted, as no significant concerns have been identified.
Fresnillo Plc	FRES	United Kingdom	17/05/2022	Elect Director	Re-elect Juan Bordes as Director	For	For	Item 5: Re-elect Alejandro Bailleres as Director A vote AGAINST the Chair, Alejandro Bailleres is warranted: * Despite not being independent upon appointment, he sits on the Remuneration Committee; and * Some concerns have been identified in regard to his external mandates. Items 6 and 7 A vote FOR Juan Bordes and Arturo Fernandez is warranted, although it is not without concern for shareholders: * They have significant external positions at publicly-listed companies in addition to their roles as NED at Fresnillo plc. The main reason for support is: * Their external positions are interconnected, relating mainly to subsidiary companies of Grupo Bal, a private industrial conglomerate controlled by the Bailleres family. Items 8 to 16 A vote FOR these candidates is warranted, as no significant concerns have been identified.
Fresnillo Plc	FRES	United Kingdom	17/05/2022	Elect Director	Re-elect Arturo Fernandez as Director	For	For	Item 5: Re-elect Alejandro Bailleres as Director A vote AGAINST the Chair, Alejandro Bailleres is warranted: * Despite not being independent upon appointment, he sits on the Remuneration Committee; and * Some concerns have been identified in regard to his external mandates. Items 6 and 7 A vote FOR Juan Bordes and Arturo Fernandez is warranted, although it is not without concern for shareholders: * They have significant external positions at publicly-listed companies in addition to their roles as NED at Fresnillo plc. The main reason for support is: * Their external positions are interconnected, relating mainly to subsidiary companies of Grupo Bal, a private industrial conglomerate controlled by the Bailleres family. Items 8 to 16 A vote FOR these candidates is warranted, as no significant concerns have been identified.
Fresnillo Plc	FRES	United Kingdom	17/05/2022	Elect Director	Re-elect Fernando Ruiz as Director	For	For	Item 5: Re-elect Alejandro Bailleres as Director A vote AGAINST the Chair, Alejandro Bailleres is warranted: * Despite not being independent upon appointment, he sits on the Remuneration Committee; and * Some concerns have been identified in regard to his external mandates. Items 6 and 7 A vote FOR Juan Bordes and Arturo Fernandez is warranted, although it is not without concern for shareholders: * They have significant external positions at publicly-listed companies in addition to their roles as NED at Fresnillo plc. The main reason for support is: * Their external positions are interconnected, relating mainly to subsidiary companies of Grupo Bal, a private industrial conglomerate controlled by the Bailleres family. Items 8 to 16 A vote FOR these candidates is warranted, as no significant concerns have been identified.

Fresnillo Plc	FRES	United Kingdom	17/05/2022	Elect Director	Re-elect Eduardo Cepeda as Director	For	For	Item 5: Re-elect Alejandro Bailleres as Director A vote AGAINST the Chair, Alejandro Bailleres is warranted: " Despite not being independent upon appointment, he sits on the Remuneration Committee; and " Some concerns have been identified in regard to his external mandates. Items 6 and 7 A vote FOR Juan Bordes and Arturo Fernandez is warranted, although it is not without concern for shareholders: " They have significant external positions at publicly-listed companies in addition to their roles as NED at Fresnillo plc. The main reason for support is: " Their external positions are interconnected, relating mainly to subsidiary companies of Grupo Baf, a private industrial conglomerate controlled by the Bailleres family. Items 8 to 16 A vote FOR these candidates is warranted, as no significant concerns have been identified.
Federal Realty Investment Trust	FRT	USA	4/05/2022	Elect Director	Elect Director David W. Faeder	For	For	A vote FOR the director nominees is warranted.
Federal Realty Investment Trust	FRT	USA	4/05/2022	Elect Director	Elect Director Elizabeth I. Holland	For	For	A vote FOR the director nominees is warranted.
Federal Realty Investment Trust	FRT	USA	4/05/2022	Elect Director	Elect Director Nicole Y. Lamb-Hale	For	For	A vote FOR the director nominees is warranted.
Federal Realty Investment Trust	FRT	USA	4/05/2022	Elect Director	Elect Director Anthony P. Nader, III	For	For	A vote FOR the director nominees is warranted.
Federal Realty Investment Trust	FRT	USA	4/05/2022	Elect Director	Elect Director Mark S. Ordan	For	For	A vote FOR the director nominees is warranted.
Federal Realty Investment Trust	FRT	USA	4/05/2022	Elect Director	Elect Director Gail P. Steinel	For	For	A vote FOR the director nominees is warranted.
Federal Realty Investment Trust	FRT	USA	4/05/2022	Elect Director	Elect Director Donald C. Wood	For	For	A vote FOR the director nominees is warranted.
Federal Realty Investment Trust	FRT	USA	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned during the year in review. The majority of CEO pay is conditioned on clearly disclosed and objective financial performance metrics.
Federal Realty Investment Trust	FRT	USA	4/05/2022	Ratify Auditors	Ratify Grant Thornton, LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
FirstRand Ltd.	FSR	South Africa	1/12/2021	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR this item is warranted, although it is not without concern: " The policy retains the provision which allows the payment of sign-on payments.* There is ambiguity with regards to maximum long-term award opportunities.The main reasons for support are: " The Company has introduced individual limits for the STI awards.* " No other overriding concerns are identified, and any usage the provision to pay sign-on payments will be kept under review.
FirstRand Ltd.	FSR	South Africa	1/12/2021	Elect Director	Elect Johan Burger as Director	For	For	Item 1.1A vote FOR this Director is warranted, although it is not without concern for shareholders: " Johan Burger is a non-independent NED who serves as a member of the Nomination Committee on which there is no majority of independent NEDs among the members. The absence of an independent majority on the Nomination Committee increases the potential for the Board Committee to be unable to effectively oversee the executive management of the Company.The main reason for support is: " He has stepped down from the Audit Committee, relieving some concern on overall Board composition. The Nomination Committee composition will be kept under review.Items 1.2 – 1.3A vote FOR these Directors is warranted: " No issues have been identified in relation to the election or re-election of these Directors.
FirstRand Ltd.	FSR	South Africa	1/12/2021	Elect Director	Re-elect Tom Winterboer as Director	For	For	Item 1.1A vote FOR this Director is warranted, although it is not without concern for shareholders: " Johan Burger is a non-independent NED who serves as a member of the Nomination Committee on which there is no majority of independent NEDs among the members. The absence of an independent majority on the Nomination Committee increases the potential for the Board Committee to be unable to effectively oversee the executive management of the Company.The main reason for support is: " He has stepped down from the Audit Committee, relieving some concern on overall Board composition. The Nomination Committee composition will be kept under review.Items 1.2 – 1.3A vote FOR these Directors is warranted: " No issues have been identified in relation to the election or re-election of these Directors.
FirstRand Ltd.	FSR	South Africa	1/12/2021	Elect Director	Elect Sibusiso Sibisi as Director	For	For	Item 1.1A vote FOR this Director is warranted, although it is not without concern for shareholders: " Johan Burger is a non-independent NED who serves as a member of the Nomination Committee on which there is no majority of independent NEDs among the members. The absence of an independent majority on the Nomination Committee increases the potential for the Board Committee to be unable to effectively oversee the executive management of the Company.The main reason for support is: " He has stepped down from the Audit Committee, relieving some concern on overall Board composition. The Nomination Committee composition will be kept under review.Items 1.2 – 1.3A vote FOR these Directors is warranted: " No issues have been identified in relation to the election or re-election of these Directors.
FirstRand Ltd.	FSR	South Africa	1/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Implementation Report	Against	For	A vote AGAINST this item is warranted: " Johan Burger, former CEO, received a significantly sized ex-gratia payment as compensation, due to the fact that 2017 and 2018 LTIP awards did not vest.
FirstRand Ltd.	FSR	South Africa	1/12/2021	Ratify Auditors	Reappoint Deloitte & Touche as Auditors of the Company	For	For	A vote FOR these items is warranted, as no significant concerns have been identified.
FirstRand Ltd.	FSR	South Africa	1/12/2021	Ratify Auditors	Reappoint PricewaterhouseCoopers Inc as Auditors of the Company	For	For	A vote FOR these items is warranted, as no significant concerns have been identified.
FirstRand Ltd.	FSR	South Africa	1/12/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Board to Issue Shares for Cash	For	For	A vote FOR this item is warranted: " The potential dilution that shareholders would face if this authority is approved is considered acceptable.
FirstRand Ltd.	FSR	South Africa	1/12/2021	Authorize Board to Ratify and Execute Approved Resolutions	Authorise Ratification of Approved Resolutions	For	For	A vote FOR this item is warranted: " This is a routine legal formality in South Africa.
Fortinet, Inc.	FTNT	USA	17/06/2022	Elect Director	Elect Director Ken Xie	For	For	A vote FOR the director nominees is warranted.
Fortinet, Inc.	FTNT	USA	17/06/2022	Elect Director	Elect Director Michael Xie	For	For	A vote FOR the director nominees is warranted.
Fortinet, Inc.	FTNT	USA	17/06/2022	Elect Director	Elect Director Kenneth A. Goldman	For	For	A vote FOR the director nominees is warranted.
Fortinet, Inc.	FTNT	USA	17/06/2022	Elect Director	Elect Director Ming Hsieh	For	For	A vote FOR the director nominees is warranted.
Fortinet, Inc.	FTNT	USA	17/06/2022	Elect Director	Elect Director Jean Hu	For	For	A vote FOR the director nominees is warranted.
Fortinet, Inc.	FTNT	USA	17/06/2022	Elect Director	Elect Director William H. Neukom	For	For	A vote FOR the director nominees is warranted.
Fortinet, Inc.	FTNT	USA	17/06/2022	Elect Director	Elect Director Judith Sim	For	For	A vote FOR the director nominees is warranted.
Fortinet, Inc.	FTNT	USA	17/06/2022	Elect Director	Elect Director James Stavridis	For	For	A vote FOR the director nominees is warranted.
Fortinet, Inc.	FTNT	USA	17/06/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Fortinet, Inc.	FTNT	USA	17/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are entirely performance-based. However, shareholders should continue to monitor the alignment of pay and performance given the lack of any performance criteria for the long-term incentives and above-median benchmarking for NEOs' base salary.
Fortinet, Inc.	FTNT	USA	17/06/2022	Approve Stock Split	Approve Stock Split	For	For	A vote FOR this proposal is warranted. Given the increase in the company's share price over the last several years, the board's rationale for the split appears reasonable.
Fortinet, Inc.	FTNT	USA	17/06/2022	Reduce Supermajority Vote Requirement	Adopt Simple Majority Vote	For	For	A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.
Fortive Corporation	FTV	USA	7/06/2022	Elect Director	Elect Director Daniel L. Comas	For	For	A vote FOR the director nominees is warranted.
Fortive Corporation	FTV	USA	7/06/2022	Elect Director	Elect Director Sharmistha Dubey	For	For	A vote FOR the director nominees is warranted.
Fortive Corporation	FTV	USA	7/06/2022	Elect Director	Elect Director Rejji P. Hayes	For	For	A vote FOR the director nominees is warranted.
Fortive Corporation	FTV	USA	7/06/2022	Elect Director	Elect Director Wright Lassiter, III	For	For	A vote FOR the director nominees is warranted.
Fortive Corporation	FTV	USA	7/06/2022	Elect Director	Elect Director James A. Lico	For	For	A vote FOR the director nominees is warranted.
Fortive Corporation	FTV	USA	7/06/2022	Elect Director	Elect Director Kate D. Mitchell	For	For	A vote FOR the director nominees is warranted.
Fortive Corporation	FTV	USA	7/06/2022	Elect Director	Elect Director Jeanine Sargent	For	For	A vote FOR the director nominees is warranted.
Fortive Corporation	FTV	USA	7/06/2022	Elect Director	Elect Director Alan G. Spoon	For	For	A vote FOR the director nominees is warranted.
Fortive Corporation	FTV	USA	7/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. Certain factors have been identified that mitigate a pay-for-performance misalignment for the year under review. Although concern exists with respect to the fact that a significant portion of annual incentives are based on qualitative individual performance factors that lack disclosure, the compensation committee exercised negative discretion to reduce annual incentive payouts for FY21. In addition, the committee is moving in a positive direction on long-term incentives by increasing the proportion that is performance-based. Further, the three-year TSR metric is rigorous and below-target payout on the most recent completed PSU cycle indicates alignment with performance. Some concern is raised with respect to the magnitude of a sign-on equity award given to a new NEO; however, over a third of the award was tied to a rigorous multi-year performance goal and the committee responded to shareholder feedback by including enhanced disclosure around sign-on awards.
Fortive Corporation	FTV	USA	7/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Fortive Corporation	FTV	USA	7/06/2022	Reduce Supermajority Vote Requirement	Eliminate Supermajority Vote Requirements	For	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.
Fortive Corporation	FTV	USA	7/06/2022	Reduce Supermajority Vote Requirement	Adopt Simple Majority Vote	For	For	A vote FOR this proposal is warranted. Strong support for this proposal could motivate management to keep trying to pass a management proposal to eliminate the supermajority requirements, in the event that Item 4 is not approved this year.
Family Zone Cyber Safety Limited	FZO	Australia	5/08/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Shares to the Placement Participants	For	For	A qualified vote FOR this resolution is warranted.
Family Zone Cyber Safety Limited	FZO	Australia	5/08/2021	Approve Acquisition OR Issue Shares in Connection with Acquisition	Ratify Agreement to Issue Shares to Verite Educational Services LLC	For	For	A vote FOR this resolution is warranted. The issuance of shares to a vendor as part consideration for an acquisition retains some alignment of the vendor with the business and shareholders.
Family Zone Cyber Safety Limited	FZO	Australia	5/08/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted. The remuneration practices of the company on balance are in line with local market standards.Nevertheless, shareholders may be concerned with the terms of the company's long-term incentive plan, particularly: " Unacceptable vesting period and insufficiently demanding performance hurdle of the awards;" Full vesting of the incentive securities upon a change of control; and " Grant of incentive securities to NEDs.
Family Zone Cyber Safety Limited	FZO	Australia	5/08/2021	Elect Director	Elect Peter Pawlowitsch as Director	Against	Against	Votes AGAINST incumbent board chair Peter Pawlowitsch are warranted for lack of gender diversity on the board.A vote AGAINST the reelection Peter Pawlowitsch is also warranted due to overboarding concerns.A vote AGAINST the reelection of Crispin Swan is warranted because local market standards do not support multiple executives on a non-majority independent board.
Family Zone Cyber Safety Limited	FZO	Australia	19/11/2021	Elect Director	Elect Crispin Swan as Director	Against	Against	Votes AGAINST incumbent board chair Peter Pawlowitsch are warranted for lack of gender diversity on the board.A vote AGAINST the reelection Peter Pawlowitsch is also warranted due to overboarding concerns.A vote AGAINST the reelection of Crispin Swan is warranted because local market standards do not support multiple executives on a non-majority independent board.
Family Zone Cyber Safety Limited	FZO	Australia	19/11/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of 85.49 Million Shares to Various Professional and Sophisticated Investors	For	For	A vote FOR these resolutions is warranted given that the company has provided a compelling rationale, with the proceeds used to fund a portion of the cash consideration paid by the company for the Smoothwall Acquisition, the success of which may create further shareholder value and the discount of the issue price of shares does not seem to be excessive.Qualified support is based on the substantial overall dilutive impact of the Placement (i.e., 29.5 percent as of Aug. 11, 2021).
Family Zone Cyber Safety Limited	FZO	Australia	19/11/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of 43.65 Million Shares to Various Professional and Sophisticated Investors	For	For	A vote FOR these resolutions is warranted given that the company has provided a compelling rationale, with the proceeds used to fund a portion of the cash consideration paid by the company for the Smoothwall Acquisition, the success of which may create further shareholder value and the discount of the issue price of shares does not seem to be excessive.Qualified support is based on the substantial overall dilutive impact of the Placement (i.e., 29.5 percent as of Aug. 11, 2021).
Family Zone Cyber Safety Limited	FZO	Australia	19/11/2021	Approve Share Plan Grant	Approve Grant of Zero Exercise Price Options to Tim Levy	Against	Against	A vote AGAINST this resolution is warranted because the terms of the proposed grant are not in line with local market standards.
Family Zone Cyber Safety Limited	FZO	Australia	19/11/2021	Approve Share Plan Grant	Approve Grant of Zero Exercise Price Options to Crispin Swan	Against	Against	A vote AGAINST this resolution is warranted because the terms of the proposed grant are not in line with local market standards.

Family Zone Cyber Safety Limited	FZO	Australia	19/11/2021	Approve Omnibus Stock Plan	Approve 2020 Family Zone Employee Incentive Securities Plan	For	For	A vote FOR this resolution is warranted.
Family Zone Cyber Safety Limited	FZO	Australia	5/08/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Tranche 1 Shares to Professional and Sophisticated Investors	For	For	A qualified vote FOR this resolution is warranted because: " The company provided a compelling rationale for the Placement, with the proceeds to be used to fund the cash consideration for the acquisition of Custodio, to strengthen the company's balance sheet to support additional growth and corporate opportunities, and for working capital purposes to fund the company to cash flow break even. The success of this undertaking may be value accretive to the company and the shareholders. " The independent auditor's report for the half year ended Dec. 31, 2021 highlights the conditions (i.e., loss of \$31.28 million and net cash outflows from operating activities of \$18.79 million) which indicate that a material uncertainty exists that may cast significant doubt on the group's ability to continue as a going concern. As disclosed, the group is dependent upon its ability to generate positive cash flow from its business operations. " Based on the company's most recent quarterly cashflow report, the company appears to have an immediate need for short-term capital. The company's cash position as at the quarter ended March 31, 2022 is \$17.05 million, which is estimated to be adequate for only two full quarters. Funds raised from the Placement therefore assisted the company in meeting its short-term capital needs. Nevertheless, shareholders may be concerned with the significant dilutive impact of the Placement as a whole (i.e., 16.91 percent as of May 11, 2022) and the substantial discount of the issue price of the company's share price.
Family Zone Cyber Safety Limited	FZO	Australia	24/06/2022	Grant Equity Award to Third Party	Ratify Past Issuance of Northcity Options to Northcity Assets Pty Ltd	For	For	A vote FOR this resolution is warranted.
Family Zone Cyber Safety Limited	FZO	Australia	24/06/2022	Grant Equity Award to Third Party	Approve Issuance of Additional Northcity Options to Northcity Assets Pty Ltd	For	For	A vote FOR this resolution is warranted.
Family Zone Cyber Safety Limited	FZO	Australia	5/08/2021	Approve Issuance of Shares for a Private Placement	Approve Issuance of Tranche 2 Shares to Sophisticated and Professional Investors	For	For	A qualified vote FOR this resolution is warranted.
Family Zone Cyber Safety Limited	FZO	Australia	19/11/2021	Approve Shares Issued for a Private Placement to a Director or Executive	Approve Issuance of Related Party Shares to Tim Levy	For	For	A qualified vote FOR the issuance of Placement securities to Tim Levy, Peter Pawlowsitch and Crispin Swan is warranted. By participating in the capital raising on the same terms as other sophisticated and professional investors, Messrs Levy, Pawlowsitch and Swan increase their 'skin in the game' which acts to better align interests with that of shareholders. However, shareholders may be concerned with the significant dilutive impact of the Placement as a whole (i.e., 16.91 percent as of May 11, 2022) and the substantial discount of the issue price to the company's share price.
Family Zone Cyber Safety Limited	FZO	Australia	19/11/2021	Approve Shares Issued for a Private Placement to a Director or Executive	Approve Issuance of Related Party Shares to Peter Pawlowsitch	For	For	A qualified vote FOR the issuance of Placement securities to Tim Levy, Peter Pawlowsitch and Crispin Swan is warranted. By participating in the capital raising on the same terms as other sophisticated and professional investors, Messrs Levy, Pawlowsitch and Swan increase their 'skin in the game' which acts to better align interests with that of shareholders. However, shareholders may be concerned with the significant dilutive impact of the Placement as a whole (i.e., 16.91 percent as of May 11, 2022) and the substantial discount of the issue price to the company's share price.
Family Zone Cyber Safety Limited	FZO	Australia	19/11/2021	Approve Shares Issued for a Private Placement to a Director or Executive	Approve Issuance of Related Party Shares to Crispin Swan	For	For	A qualified vote FOR the issuance of Placement securities to Tim Levy, Peter Pawlowsitch and Crispin Swan is warranted. By participating in the capital raising on the same terms as other sophisticated and professional investors, Messrs Levy, Pawlowsitch and Swan increase their 'skin in the game' which acts to better align interests with that of shareholders. However, shareholders may be concerned with the significant dilutive impact of the Placement as a whole (i.e., 16.91 percent as of May 11, 2022) and the substantial discount of the issue price to the company's share price.
Family Zone Cyber Safety Limited	FZO	Australia	19/11/2021	Approve Acquisition OR Issue Shares in Connection with Acquisition	Approve Issuance of Consideration Shares to Evolium Management S.L., Creative Ways SL, Juan Jose Landazuri, AEA Capital Advisors SL and Didier Armignion	For	For	A qualified vote FOR these resolutions is warranted. The proposed transaction will likely result in increased growth prospects and possible creation of shareholder value. Overall, the rationale for the acquisition is compelling. Shareholders' attention is drawn on the substantial potential dilutive impact of the securities to be issued as consideration for the acquisition.
Family Zone Cyber Safety Limited	FZO	Australia	19/11/2021	Approve Acquisition OR Issue Shares in Connection with Acquisition	Approve Issuance of Deferred Consideration Shares to Eduardo Cruz Echevarria, Jose Gaspar Cuevas and Joshua Nathan Gabel	For	For	A qualified vote FOR these resolutions is warranted. The proposed transaction will likely result in increased growth prospects and possible creation of shareholder value. Overall, the rationale for the acquisition is compelling. Shareholders' attention is drawn on the substantial potential dilutive impact of the securities to be issued as consideration for the acquisition.
Family Zone Cyber Safety Limited	FZO	Australia	19/11/2021	Approve Issuance of Warrants/Convertible Debentures	Approve Issuance of Convertible Notes to Kibo Ventures Continuation Fund and W8 Ventures LLC	For	For	A qualified vote FOR this resolution is warranted.
Family Zone Cyber Safety Limited	FZO	Australia	24/06/2022	Approve Acquisition OR Issue Shares in Connection with Acquisition	Ratify Past Issuance of Cipafilter Shares to Alan Derbyshire and Andrew Derbyshire	For	For	A vote FOR this resolution is warranted. The issuance of shares to a vendor as consideration for an acquisition retains some alignment of the vendor with the business and shareholders.
General Dynamics Corporation	GD	USA	4/05/2022	Elect Director	Elect Director James S. Crown	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. " Votes AGAINST CEO/Chair Phebe Novakovic are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
General Dynamics Corporation	GD	USA	4/05/2022	Elect Director	Elect Director Rudy F. deLeon	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. " Votes AGAINST CEO/Chair Phebe Novakovic are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
General Dynamics Corporation	GD	USA	4/05/2022	Elect Director	Elect Director Cecil D. Haney	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. " Votes AGAINST CEO/Chair Phebe Novakovic are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
General Dynamics Corporation	GD	USA	4/05/2022	Elect Director	Elect Director Mark M. Malcolm	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. " Votes AGAINST CEO/Chair Phebe Novakovic are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
General Dynamics Corporation	GD	USA	4/05/2022	Elect Director	Elect Director James N. Mattis	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. " Votes AGAINST CEO/Chair Phebe Novakovic are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
General Dynamics Corporation	GD	USA	4/05/2022	Elect Director	Elect Director Phebe N. Novakovic	Against	Against	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. " Votes AGAINST CEO/Chair Phebe Novakovic are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
General Dynamics Corporation	GD	USA	4/05/2022	Elect Director	Elect Director C. Howard Nye	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. " Votes AGAINST CEO/Chair Phebe Novakovic are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
General Dynamics Corporation	GD	USA	4/05/2022	Elect Director	Elect Director Catherine B. Reynolds	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. " Votes AGAINST CEO/Chair Phebe Novakovic are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
General Dynamics Corporation	GD	USA	4/05/2022	Elect Director	Elect Director Laura J. Schumacher	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. " Votes AGAINST CEO/Chair Phebe Novakovic are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
General Dynamics Corporation	GD	USA	4/05/2022	Elect Director	Elect Director Robert K. Steel	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. " Votes AGAINST CEO/Chair Phebe Novakovic are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
General Dynamics Corporation	GD	USA	4/05/2022	Elect Director	Elect Director John G. Stratton	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. " Votes AGAINST CEO/Chair Phebe Novakovic are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
General Dynamics Corporation	GD	USA	4/05/2022	Elect Director	Elect Director Peter A. Wall	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. " Votes AGAINST CEO/Chair Phebe Novakovic are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
General Dynamics Corporation	GD	USA	4/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.

General Dynamics Corporation	GD	USA	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Incentive goals remain largely based on objective financial metrics, although there is some concern regarding lowered target goals in certain STI metrics, and half of granted equity includes performance conditions.
General Dynamics Corporation	GD	USA	4/05/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
General Dynamics Corporation	GD	USA	4/05/2022	Human Rights Risk Assessment	Report on Human Rights Due Diligence	For	For	A vote FOR this proposal is warranted at this time because shareholders would likely benefit from more disclosure on how the company evaluates and mitigates any human rights impacts from the sale of its weapons and other lethal products.
GDI Property Group	GDI	Australia	11/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted as sufficient mitigating factors have been identified to offset the quantitative disconnect between pay-and-performance for the year under review." The fixed remuneration for the managing director and executives remained unchanged from the prior year." The LTI plan is based on relative TSR and absolute total return with sufficient rigor that aligns with shareholder interests." The tested LTI in FY21 did not meet the performance criteria; and therefore, no performance rights vested – an outcome consistent with weak shareholder returns over the same period; and" The company provided an adequate level of disclosure of STI and LTI measures, which are attached to appropriate deferral and vesting conditions. Nevertheless, the qualification is to highlight:" Absolute total return is used as a performance measure for both STI and LTI plan, which is concerning as executives are awarded twice for achieving same performance hurdle; and" The substantial STI payments appear to be the bonuses for "day job" responsibilities and not sufficiently aligned with the company's financial performance.
GDI Property Group	GDI	Australia	11/11/2021	Elect Director	Elect Gina Anderson as Director	For	For	A vote FOR the director nominees is warranted.
GDI Property Group	GDI	Australia	11/11/2021	Elect Director	Elect Stephan Burns as Director	For	For	A vote FOR the director nominees is warranted.
GDI Property Group	GDI	Australia	11/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Steve Gillard	For	For	A vote FOR this resolution is warranted given that performance rights issued as the deferred element of the STI award are not contentious and the terms of the performance are sufficiently aligned with shareholder interests.
General Electric Company	GE	USA	4/05/2022	Elect Director	Elect Director Stephen Angel	For	For	A vote FOR the director nominees is warranted.
General Electric Company	GE	USA	4/05/2022	Elect Director	Elect Director Sebastian Bazin	For	For	A vote FOR the director nominees is warranted.
General Electric Company	GE	USA	4/05/2022	Elect Director	Elect Director Ashton Carter	For	For	A vote FOR the director nominees is warranted.
General Electric Company	GE	USA	4/05/2022	Elect Director	Elect Director H. Lawrence Culp, Jr.	For	For	A vote FOR the director nominees is warranted.
General Electric Company	GE	USA	4/05/2022	Elect Director	Elect Director Francisco D'Souza	For	For	A vote FOR the director nominees is warranted.
General Electric Company	GE	USA	4/05/2022	Elect Director	Elect Director Edward Garden	For	For	A vote FOR the director nominees is warranted.
General Electric Company	GE	USA	4/05/2022	Elect Director	Elect Director Isabella Goren	For	For	A vote FOR the director nominees is warranted.
General Electric Company	GE	USA	4/05/2022	Elect Director	Elect Director Thomas Horton	For	For	A vote FOR the director nominees is warranted.
General Electric Company	GE	USA	4/05/2022	Elect Director	Elect Director Risa Lavizzo-Mourey	For	For	A vote FOR the director nominees is warranted.
General Electric Company	GE	USA	4/05/2022	Elect Director	Elect Director Catherine Lesjak	For	For	A vote FOR the director nominees is warranted.
General Electric Company	GE	USA	4/05/2022	Elect Director	Elect Director Tomislav Mihaljevic	For	For	A vote FOR the director nominees is warranted.
General Electric Company	GE	USA	4/05/2022	Elect Director	Elect Director Paula Rospust Reynolds	For	For	A vote FOR the director nominees is warranted.
General Electric Company	GE	USA	4/05/2022	Elect Director	Elect Director Leslie Seidman	For	For	A vote FOR the director nominees is warranted.
General Electric Company	GE	USA	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. The compensation committee was sufficiently responsive to last year's failed say-on-pay vote by lowering the CEO's FY22 equity grant by \$10 million and making a commitment not to similarly adjust performance metrics for previously granted awards. However, pay-for-performance concerns are raised for the year in review. The committee made a sizable adjustment to free cash flow for FY21, which appears to affect the performance metrics for both the short- and long-term incentive awards, and the adjustment is not well-explained. In addition, long-term incentive awards shifted from a three-year performance period to a single, annual performance period for the two primary metrics.
General Electric Company	GE	USA	4/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
General Electric Company	GE	USA	4/05/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPCS), a vote FOR this proposal is warranted.
General Electric Company	GE	USA	4/05/2022	Company-Specific--Compensation-Related	Approve Cessation of All Executive Stock Option and Bonus Programs	Against	Against	A vote AGAINST this proposal is warranted. Placing restrictions on the board's ability to award annual bonuses and equity-based compensation impedes the board's ability to administer pay programs and could potentially diminish the linkage between pay and performance. The proposal's request to consider eliminating stock options and bonus programs is considered to be overly prescriptive.
General Electric Company	GE	USA	4/05/2022	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	For	A vote FOR this item is warranted given that it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms, the proposal applies only to future severance arrangements, leaving current agreements unaffected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.
General Electric Company	GE	USA	4/05/2022	Company-Specific Board-Related	Approve Nomination of Employee Representative Director	Against	Against	A vote AGAINST this proposal is warranted, given that the company's current board framework and disclosures appear to be providing it with adequate oversight of its workforce issues.
Gebert AG	GEBN	Switzerland	13/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
Gebert AG	GEBN	Switzerland	13/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of CHF 12.50 per Share	For	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
Gebert AG	GEBN	Switzerland	13/04/2022	Approve Discharge of Management Board	Approve Discharge of Board of Directors	For	For	A vote FOR the formal discharge of the board of directors is warranted, as there is no evidence that the board have not fulfilled their fiduciary duties.
Gebert AG	GEBN	Switzerland	13/04/2022	Elect Director	Reelect Albert Baehny as Director and Board Chairman	For	For	Votes FOR the proposed board and committee nominees are warranted.
Gebert AG	GEBN	Switzerland	13/04/2022	Elect Director	Reelect Thomas Bachmann as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Gebert AG	GEBN	Switzerland	13/04/2022	Elect Director	Reelect Felix Ehrhat as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Gebert AG	GEBN	Switzerland	13/04/2022	Elect Director	Reelect Werner Karlen as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Gebert AG	GEBN	Switzerland	13/04/2022	Elect Director	Reelect Bernadette Koch as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Gebert AG	GEBN	Switzerland	13/04/2022	Elect Director	Reelect Eunice Zehnder-Lai as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Gebert AG	GEBN	Switzerland	13/04/2022	Elect Member of Remuneration Committee	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Gebert AG	GEBN	Switzerland	13/04/2022	Elect Member of Remuneration Committee	Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Gebert AG	GEBN	Switzerland	13/04/2022	Elect Member of Remuneration Committee	Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Gebert AG	GEBN	Switzerland	13/04/2022	Designate X as Independent Proxy	Designate Roger Mueller as Independent Proxy	For	For	A vote FOR this proposal is warranted due to a lack of concerns.
Gebert AG	GEBN	Switzerland	13/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers AG as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Gebert AG	GEBN	Switzerland	13/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted because the company's remuneration practices are broadly in line with market practice and no significant concerns are noted.
Gebert AG	GEBN	Switzerland	13/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	For	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Gebert AG	GEBN	Switzerland	13/04/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Remuneration of Executive Committee in the Amount of CHF 11.5 Million	For	For	A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.
Gebert AG	GEBN	Switzerland	13/04/2022	Other Business	Transact Other Business (Voting)	Against	Against	A vote AGAINST is warranted because: " This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and " The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
G8 Education Limited	GEM	Australia	27/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted. Pay and performance are sufficiently aligned with the shareholder interests and market standards in FY21. " Disclosure in the STI improved over the prior years, with information presented of the specific and quantified performance targets in the STI. " Fixed remuneration did not increase for the CEO. " The FY19 and FY19 LTI grants lapsed as performance condition were not achieved and aligned with poor results and negative shareholder returns in recent years. The qualification is to highlight concern that quantitative pay for performance analysis indicates a high level of concern for misalignment of pay, performance and shareholder outcomes in FY21, given a comparatively high STI bonus paid to the CEO for FY21, and inclusion of LTI grants. However, the LTI grants have not vested for several years mitigating concern, and the STI bonus is the first bonus in three years and aligned with improved statutory NPAT.
G8 Education Limited	GEM	Australia	27/04/2022	Elect Director	Elect David Foster as Director	For	For	A vote FOR the re-election of chairman David Foster and elections of Debra Singh and Antonia Thornton is warranted. No material issues have been identified regarding their nomination in respect of board and committee composition, nor any wider corporate governance concerns at present.
G8 Education Limited	GEM	Australia	27/04/2022	Elect Director	Elect Debra Singh as Director	For	For	A vote FOR the re-election of chairman David Foster and elections of Debra Singh and Antonia Thornton is warranted. No material issues have been identified regarding their nomination in respect of board and committee composition, nor any wider corporate governance concerns at present.
G8 Education Limited	GEM	Australia	27/04/2022	Elect Director	Elect Antonia Thornton as Director	For	For	A vote FOR the re-election of chairman David Foster and elections of Debra Singh and Antonia Thornton is warranted. No material issues have been identified regarding their nomination in respect of board and committee composition, nor any wider corporate governance concerns at present.
G8 Education Limited	GEM	Australia	27/04/2022	Approve Share Plan Grant	Approve Issuance of Performance Rights to Gary Carroll	For	For	A vote FOR this grant of performance rights to the CEO is warranted. The terms of the LTI are consistent with prior years and shareholder interests, including: " Quantum of the award (75 percent of fixed pay) is in line with market; " One Absolute EPS CAGR target in the range of 10 percent to 15 percent; and " The performance period is 3 years, being at the minimum term accepted as sufficiently aligned with the longer term.
G8 Education Limited	GEM	Australia	27/04/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	For	For	A vote FOR this resolution is warranted as no material concerns have been identified and the proposed amendment to the constitution is not contentious.
Graco Inc.	GGG	USA	29/04/2022	Elect Director	Elect Director Eric P. Etchart	For	For	A vote FOR the director nominees is warranted.
Graco Inc.	GGG	USA	29/04/2022	Elect Director	Elect Director Jody H. Feragen	For	For	A vote FOR the director nominees is warranted.
Graco Inc.	GGG	USA	29/04/2022	Elect Director	Elect Director J. Kevin Gilligan	For	For	A vote FOR the director nominees is warranted.
Graco Inc.	GGG	USA	29/04/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Graco Inc.	GGG	USA	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although there are multiple concerns noted with respect to the executive pay program, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
CGI Inc.	GIB.A	Canada	2/02/2022	Elect Director	Elect Director Alain Bouchard	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.

CGI Inc.	GIB.A	Canada	2/02/2022	Elect Director	Elect Director Mary Powell	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
CGI Inc.	GIB.A	Canada	2/02/2022	Elect Director	Elect Director Alison C. Reed	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
CGI Inc.	GIB.A	Canada	2/02/2022	Elect Director	Elect Director Michael E. Roach	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
CGI Inc.	GIB.A	Canada	2/02/2022	Elect Director	Elect Director George D. Schindler	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
CGI Inc.	GIB.A	Canada	2/02/2022	Elect Director	Elect Director Kathy N. Waller	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
CGI Inc.	GIB.A	Canada	2/02/2022	Elect Director	Elect Director Joakim Westh	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
CGI Inc.	GIB.A	Canada	2/02/2022	Elect Director	Elect Director Frank Witter	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
CGI Inc.	GIB.A	Canada	2/02/2022	Elect Director	Elect Director George A. Cope	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
CGI Inc.	GIB.A	Canada	2/02/2022	Elect Director	Elect Director Paule Dore	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
CGI Inc.	GIB.A	Canada	2/02/2022	Elect Director	Elect Director Julie Godin	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
CGI Inc.	GIB.A	Canada	2/02/2022	Elect Director	Elect Director Serge Godin	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
CGI Inc.	GIB.A	Canada	2/02/2022	Elect Director	Elect Director Andre Imbeau	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
CGI Inc.	GIB.A	Canada	2/02/2022	Elect Director	Elect Director Gilles Labbe	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
CGI Inc.	GIB.A	Canada	2/02/2022	Elect Director	Elect Director Michael B. Pedersen	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
CGI Inc.	GIB.A	Canada	2/02/2022	Elect Director	Elect Director Stephen S. Poloz	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
CGI Inc.	GIB.A	Canada	2/02/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers LLP as Auditors and Authorize the Audit and Risk Management Committee to Fix Their Remuneration	For	For	Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (20 percent) were reasonable relative to total fees paid to the auditor.
CGI Inc.	GIB.A	Canada	2/02/2022	Company-Specific--Governance-Related	SP 1: Increase Formal Employee Representation in Highly Strategic Decision-Making	Against	Against	A vote AGAINST this shareholder proposal is warranted at this time. The company has taken various steps to increase employee participation in its decision-making process through member input in its strategic plans and a yearly online consultation which covers all of the company's strategic goals. Over 70% of the company's members participated in the consultation in F2021 and the company recorded an overall member satisfaction score of 8.39 out of 10 in F2020. In addition, as per regulatory requirements, employee directors are not considered independent and should not be members of the Audit, Nominating or Compensation Committees, thus restricting the role that a director appointed from the workforce can play in bringing about changes at the decision-making level.
CGI Inc.	GIB.A	Canada	2/02/2022	Company-Specific -- Miscellaneous	SP 2: Adopt French as the Official Language	Against	Against	A vote AGAINST this shareholder proposal is warranted at this time. The company noted that its annual general meetings are conducted in both French and English. In addition, the company's clients, shareholders and members can communicate with the company, receive services or communications, and work, in French all over Québec. Considering the above and the fact that the company is already governed by the Québec Business Corporations Act and the Québec Securities Act and is subject to Québec French language legislation, the request of the proponent pertaining to amend company's by-laws to include French as the official language of the company appears to be overly prescriptive.
Gilead Sciences, Inc.	GILD	USA	4/05/2022	Elect Director	Elect Director Jacqueline K. Barton	For	For	A vote FOR the director nominees is warranted.
Gilead Sciences, Inc.	GILD	USA	4/05/2022	Elect Director	Elect Director Jeffrey A. Bluestone	For	For	A vote FOR the director nominees is warranted.
Gilead Sciences, Inc.	GILD	USA	4/05/2022	Elect Director	Elect Director Sandra J. Horning	For	For	A vote FOR the director nominees is warranted.
Gilead Sciences, Inc.	GILD	USA	4/05/2022	Elect Director	Elect Director Kelly A. Kramer	For	For	A vote FOR the director nominees is warranted.
Gilead Sciences, Inc.	GILD	USA	4/05/2022	Elect Director	Elect Director Kevin E. Lofton	For	For	A vote FOR the director nominees is warranted.
Gilead Sciences, Inc.	GILD	USA	4/05/2022	Elect Director	Elect Director Harish Manwani	For	For	A vote FOR the director nominees is warranted.
Gilead Sciences, Inc.	GILD	USA	4/05/2022	Elect Director	Elect Director Daniel P. O'Day	For	For	A vote FOR the director nominees is warranted.
Gilead Sciences, Inc.	GILD	USA	4/05/2022	Elect Director	Elect Director Javier J. Rodriguez	For	For	A vote FOR the director nominees is warranted.
Gilead Sciences, Inc.	GILD	USA	4/05/2022	Elect Director	Elect Director Anthony Walters	For	For	A vote FOR the director nominees is warranted.
Gilead Sciences, Inc.	GILD	USA	4/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Gilead Sciences, Inc.	GILD	USA	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although some concern regarding incentive goal rigor is raised, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Gilead Sciences, Inc.	GILD	USA	4/05/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Gilead Sciences, Inc.	GILD	USA	4/05/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
Gilead Sciences, Inc.	GILD	USA	4/05/2022	Company-Specific Board-Related	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against	Against	A vote AGAINST this proposal is warranted, given that the company's current board framework and disclosures appear to be providing it with adequate oversight of its workforce issues.
Gilead Sciences, Inc.	GILD	USA	4/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.
Gilead Sciences, Inc.	GILD	USA	4/05/2022	Political Lobbying Disclosure	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	For	For	A vote FOR this resolution is warranted, as more comprehensive information on Gilead's public policy positions and the congruence between those positions and those of its lobbying partners would benefit shareholders in assessing its management of related risks.
Gilead Sciences, Inc.	GILD	USA	4/05/2022	Review Drug Pricing or Distribution	Report on Board Oversight of Risks Related to Anticompetitive Practices	For	For	A vote FOR this proposal is warranted because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices, particularly in light of Gilead's involvement in related controversies.
Globe Life Inc.	GL	USA	28/04/2022	Elect Director	Elect Director Linda L. Addison	For	For	A vote FOR the director nominees is warranted.
Globe Life Inc.	GL	USA	28/04/2022	Elect Director	Elect Director Steven P. Johnson	For	For	A vote FOR the director nominees is warranted.
Globe Life Inc.	GL	USA	28/04/2022	Elect Director	Elect Director Darren M. Rebelez	For	For	A vote FOR the director nominees is warranted.
Globe Life Inc.	GL	USA	28/04/2022	Elect Director	Elect Director Mary E. Thigpen	For	For	A vote FOR the director nominees is warranted.
Globe Life Inc.	GL	USA	28/04/2022	Elect Director	Elect Director Marilyn A. Alexander	For	For	A vote FOR the director nominees is warranted.
Globe Life Inc.	GL	USA	28/04/2022	Elect Director	Elect Director Cheryl D. Alston	For	For	A vote FOR the director nominees is warranted.
Globe Life Inc.	GL	USA	28/04/2022	Elect Director	Elect Director Mark A. Blinn	For	For	A vote FOR the director nominees is warranted.
Globe Life Inc.	GL	USA	28/04/2022	Elect Director	Elect Director James P. Brannen	For	For	A vote FOR the director nominees is warranted.
Globe Life Inc.	GL	USA	28/04/2022	Elect Director	Elect Director Jane Buchan	For	For	A vote FOR the director nominees is warranted.
Globe Life Inc.	GL	USA	28/04/2022	Elect Director	Elect Director Gary L. Coleman	For	For	A vote FOR the director nominees is warranted.
Globe Life Inc.	GL	USA	28/04/2022	Elect Director	Elect Director Larry M. Hutchison	For	For	A vote FOR the director nominees is warranted.
Globe Life Inc.	GL	USA	28/04/2022	Elect Director	Elect Director Robert W. Ingram	For	For	A vote FOR the director nominees is warranted.
Globe Life Inc.	GL	USA	28/04/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Globe Life Inc.	GL	USA	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	There is some concern surrounding above-median benchmarking at the company, which is heightened given the company's co-CEO structure. The potential impact of committee discretion in determining annual incentive awards also raises some concern. Many investors may prefer the use of a target grant value for equity awards rather than the company's practice of granting awards as a percentage of market capitalization. However, the annual incentive program is funded formulaically, initial payout determinations are based on pre-set disclosed goals, and the committee has used discretion to adjust payouts sparingly in practice. In addition, performance shares are earned based on clearly disclosed multi-year goals, and closing cycle awards were earned below target, which is directionally aligned with lagging three- and five-year TSR. On balance, a vote FOR this proposal is warranted, but with caution. Close continued monitoring of award sizes and pay determinations is warranted, given the concerns noted above.
Societe Generale SA	GLE	France	17/05/2022	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated Financial Statements and Statutory Reports	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Societe Generale SA	GLE	France	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Frederic Oudea, CEO	For	For	Votes FOR these remuneration reports are warranted although the following concerns are raised: * The overall level of disclosure on the deferred bonus performance conditions is limited; and * The level of stringency on one of the LTIP performance conditions can be questioned. The main reason for support is: * There are no other concerns.
Societe Generale SA	GLE	France	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Philippe Aymersch, Vice-CEO	For	For	Votes FOR these remuneration reports are warranted although the following concerns are raised: * The overall level of disclosure on the deferred bonus performance conditions is limited; and * The level of stringency on one of the LTIP performance conditions can be questioned. The main reason for support is: * There are no other concerns.
Societe Generale SA	GLE	France	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Diony Lebot, Vice-CEO	For	For	Votes FOR these remuneration reports are warranted although the following concerns are raised: * The overall level of disclosure on the deferred bonus performance conditions is limited; and * The level of stringency on one of the LTIP performance conditions can be questioned. The main reason for support is: * There are no other concerns.
Societe Generale SA	GLE	France	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve the Aggregate Remuneration Granted in 2021 to Certain Senior Management, Responsible Officers, and Risk-Takers	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Societe Generale SA	GLE	France	17/05/2022	Elect Director	Reelect Lorenzo Bini Smaghi as Director	For	For	Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 14, 15 and 16).
Societe Generale SA	GLE	France	17/05/2022	Elect Director	Reelect Jerome Contamine as Director	For	For	Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 14, 15 and 16).
Societe Generale SA	GLE	France	17/05/2022	Elect Director	Reelect Diane Cote as Director	For	For	Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 14, 15 and 16).
Societe Generale SA	GLE	France	17/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	Such share buyback programs merit a vote FOR.
Societe Generale SA	GLE	France	17/05/2022	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value up to Aggregate Nominal Amount of EUR 345.3 Million	For	For	Votes FOR are warranted for all these authorizations as they are in line with the recommended 50/10-percent guidelines for issuances with and without preemptive rights.
Societe Generale SA	GLE	France	17/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 104.64 Million	For	For	Votes FOR are warranted for all these authorizations as they are in line with the recommended 50/10-percent guidelines for issuances with and without preemptive rights.
Societe Generale SA	GLE	France	17/05/2022	Accept Financial Statements and Statutory Reports	Approve Financial Statements and Statutory Reports	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Societe Generale SA	GLE	France	17/05/2022	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	Votes FOR are warranted for all these authorizations as they are in line with the recommended 50/10-percent guidelines for issuances with and without preemptive rights.
Societe Generale SA	GLE	France	17/05/2022	Approve Qualified Employee Stock Purchase Plan	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	A vote FOR the employee stock purchase plan is warranted as it does not raise concerns.
Societe Generale SA	GLE	France	17/05/2022	Approve Restricted Stock Plan	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Regulated Persons	For	For	A vote FOR this item is warranted because the terms of the proposed authorization are not problematic.

Societe Generale SA	GLE	France	17/05/2022	Approve Restricted Stock Plan	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	A vote FOR this item is warranted because the terms of the proposed authorization are not problematic.
Societe Generale SA	GLE	France	17/05/2022	Approve Reduction in Share Capital	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.
Societe Generale SA	GLE	France	17/05/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Filing of Required Documents/Other Formalities	For	For	A vote FOR this routine item is warranted.
Societe Generale SA	GLE	France	17/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 1.65 per Share	For	For	A vote FOR this income allocation proposal is warranted as it does not raise concerns.
Societe Generale SA	GLE	France	17/05/2022	Approve Special Auditors' Report Regarding Related-Party Transactions	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise any concerns.
Societe Generale SA	GLE	France	17/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Chairman of the Board	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Societe Generale SA	GLE	France	17/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of CEO and Vice-CEOs	For	For	A vote FOR this remuneration policy is warranted although the following concerns are raised: * The bonus structure allows for compensation of non-financial criteria; * There is a risk of pay-for-failure under the severance agreement; and * In case of departure following a change in control or retirement, executives would retain full rights to unvested shares. The main reason for support is: * The policy clarifies the CSR criteria attached to the bonus; and * There are no other significant concerns.
Societe Generale SA	GLE	France	17/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Directors	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Societe Generale SA	GLE	France	17/05/2022	Remuneration-Related	Approve Compensation Report of Corporate Officers	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Societe Generale SA	GLE	France	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Lorenzo Bini Smaghi, Chairman of the Board	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Glencore Plc	GLEN	Jersey	28/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Glencore Plc	GLEN	Jersey	28/04/2022	Elect Director	Elect David Wormsley as Director	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Kalidas Madhavpeddi are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted.
Glencore Plc	GLEN	Jersey	28/04/2022	Ratify Auditors	Reappoint Deloitte LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Glencore Plc	GLEN	Jersey	28/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Glencore Plc	GLEN	Jersey	28/04/2022	Management Climate-Related Proposal	Approve Climate Progress Report	Against	Against	A vote AGAINST the Climate Progress Report is warranted because: * There are concerns over the Company's activities around thermal coal, which accounts for the majority of its Scope 3 emissions. * Further, the Company's lobbying would appear to run counter to the Paris goals, as highlighted by Glencore having been identified as one of the ten most obstructive companies in terms of global climate policy action.
Glencore Plc	GLEN	Jersey	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is warranted although it is not without concern because: * The overall quantum of the new CEO's package remains a concern. * ESG bonus targets, particularly those related to climate, could be framed in more concrete and measurable terms However, support is warranted because * No fresh issues have been identified with pay. There have been no increases and, overall, pay and performance converged in 2021.
Glencore Plc	GLEN	Jersey	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Glencore Plc	GLEN	Jersey	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Glencore Plc	GLEN	Jersey	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Glencore Plc	GLEN	Jersey	28/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Glencore Plc	GLEN	Jersey	28/04/2022	Approve Reduction/Cancellation of Share Premium Account	Approve Reduction of Capital Contribution Reserves	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Glencore Plc	GLEN	Jersey	28/04/2022	Elect Director	Re-elect Kalidas Madhavpeddi as Director	Against	Against	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Kalidas Madhavpeddi are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted.
Glencore Plc	GLEN	Jersey	28/04/2022	Elect Director	Re-elect Peter Coates as Director	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Kalidas Madhavpeddi are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted.
Glencore Plc	GLEN	Jersey	28/04/2022	Elect Director	Re-elect Martin Gilbert as Director	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Kalidas Madhavpeddi are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted.
Glencore Plc	GLEN	Jersey	28/04/2022	Elect Director	Re-elect Gill Marcus as Director	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Kalidas Madhavpeddi are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted.
Glencore Plc	GLEN	Jersey	28/04/2022	Elect Director	Re-elect Patrice Merrin as Director	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Kalidas Madhavpeddi are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted.
Glencore Plc	GLEN	Jersey	28/04/2022	Elect Director	Re-elect Cynthia Carroll as Director	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Kalidas Madhavpeddi are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted.
Glencore Plc	GLEN	Jersey	28/04/2022	Elect Director	Elect Gary Nagle as Director	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Kalidas Madhavpeddi are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted.
Corning Incorporated	GLW	USA	28/04/2022	Elect Director	Elect Director Donald W. Blair	For	For	A vote FOR the director nominees is warranted.
Corning Incorporated	GLW	USA	28/04/2022	Elect Director	Elect Director Leslie A. Brun	For	For	A vote FOR the director nominees is warranted.
Corning Incorporated	GLW	USA	28/04/2022	Elect Director	Elect Director Stephanie A. Burns	For	For	A vote FOR the director nominees is warranted.
Corning Incorporated	GLW	USA	28/04/2022	Elect Director	Elect Director Richard T. Clark	For	For	A vote FOR the director nominees is warranted.
Corning Incorporated	GLW	USA	28/04/2022	Elect Director	Elect Director Pamela J. Craig	For	For	A vote FOR the director nominees is warranted.
Corning Incorporated	GLW	USA	28/04/2022	Elect Director	Elect Director Robert F. Cummings, Jr.	For	For	A vote FOR the director nominees is warranted.
Corning Incorporated	GLW	USA	28/04/2022	Elect Director	Elect Director Roger W. Ferguson, Jr.	For	For	A vote FOR the director nominees is warranted.
Corning Incorporated	GLW	USA	28/04/2022	Elect Director	Elect Director Deborah A. Henretta	For	For	A vote FOR the director nominees is warranted.
Corning Incorporated	GLW	USA	28/04/2022	Elect Director	Elect Director Daniel P. Huttenlocher	For	For	A vote FOR the director nominees is warranted.
Corning Incorporated	GLW	USA	28/04/2022	Elect Director	Elect Director Kurt M. Landgraf	For	For	A vote FOR the director nominees is warranted.
Corning Incorporated	GLW	USA	28/04/2022	Elect Director	Elect Director Kevin J. Martin	For	For	A vote FOR the director nominees is warranted.
Corning Incorporated	GLW	USA	28/04/2022	Elect Director	Elect Director Deborah D. Rietman	For	For	A vote FOR the director nominees is warranted.
Corning Incorporated	GLW	USA	28/04/2022	Elect Director	Elect Director Hansel E. Tookes, II	For	For	A vote FOR the director nominees is warranted.
Corning Incorporated	GLW	USA	28/04/2022	Elect Director	Elect Director Wendell P. Weeks	For	For	A vote FOR the director nominees is warranted.
Corning Incorporated	GLW	USA	28/04/2022	Elect Director	Elect Director Mark S. Wrighton	For	For	A vote FOR the director nominees is warranted.
Corning Incorporated	GLW	USA	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. The continued utilization of annual performance periods in the long-term incentive exacerbates concerns regarding the use of an overlapping metric in both annual and long-term incentive programs. However, the long-term incentive is majority performance-based, and incentive payouts were in line with financial performance for the period under review.
Corning Incorporated	GLW	USA	28/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
General Motors Company	GM	USA	13/06/2022	Elect Director	Elect Director Mary T. Barra	For	For	A vote FOR the director nominees is warranted.
General Motors Company	GM	USA	13/06/2022	Elect Director	Elect Director Anesh Bhusrri	For	For	A vote FOR the director nominees is warranted.
General Motors Company	GM	USA	13/06/2022	Elect Director	Elect Director Wesley G. Bush	For	For	A vote FOR the director nominees is warranted.
General Motors Company	GM	USA	13/06/2022	Elect Director	Elect Director Linda R. Gooden	For	For	A vote FOR the director nominees is warranted.
General Motors Company	GM	USA	13/06/2022	Elect Director	Elect Director Joseph Jimenez	For	For	A vote FOR the director nominees is warranted.
General Motors Company	GM	USA	13/06/2022	Elect Director	Elect Director Judith A. Miscik	For	For	A vote FOR the director nominees is warranted.
General Motors Company	GM	USA	13/06/2022	Elect Director	Elect Director Patricia F. Russo	For	For	A vote FOR the director nominees is warranted.

General Motors Company	GM	USA	13/06/2022	Elect Director	Elect Director Thomas M. Schoewe	For	For	A vote FOR the director nominees is warranted.
General Motors Company	GM	USA	13/06/2022	Elect Director	Elect Director Carol M. Stephenson	For	For	A vote FOR the director nominees is warranted.
General Motors Company	GM	USA	13/06/2022	Elect Director	Elect Director Mark A. Tatum	For	For	A vote FOR the director nominees is warranted.
General Motors Company	GM	USA	13/06/2022	Elect Director	Elect Director Devin N. Wenig	For	For	A vote FOR the director nominees is warranted.
General Motors Company	GM	USA	13/06/2022	Elect Director	Elect Director Margaret C. Whitman	For	For	A vote FOR the director nominees is warranted.
General Motors Company	GM	USA	13/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Annual incentives are primarily based on objective financial metrics, while a majority of equity awards are performance-based and utilize a multi-year measurement period.
General Motors Company	GM	USA	13/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
General Motors Company	GM	USA	13/06/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is considered small given the company's size and the composition of its shareholder base.
General Motors Company	GM	USA	13/06/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
General Motors Company	GM	USA	13/06/2022	Human Rights Risk Assessment	Report on the Use of Child Labor in Connection with Electric Vehicles	For	For	A vote FOR this proposal is warranted, as additional information on the company's efforts to eliminate child labor from its supply chain would allow investors to better understand how the company is managing human rights-related risks in its supply chain.
Genworth Mortgage Insurance Australia Ltd.	GMA	Australia	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report (Item 1) is warranted. No material pay-for-performance disconnect is identified at this time, and the company's remuneration structure is broadly consistent with market. Proposed changes to both the STI and LTI in 2022 are positive steps taken by the company. In line with a return to profitability, STI bonuses were paid for FY21 (nil for FY20), and the Sustainability Advisory Services quantitative pay for performance model indicates a low level of concern for misalignment of pay and performance and shareholder outcomes. Persisting concerns with the company's remuneration policies remain with non-disclosure of specific and quantified STI targets, no positive TSR gateway and dividends on unvested shares in the LTI, and termination benefits are excessive.
Genworth Mortgage Insurance Australia Ltd.	GMA	Australia	12/05/2022	Approve Share Plan Grant	Approve Grant of Share Rights to Pauline Blight-Johnston	For	For	A vote FOR the rights grant to the CEO is warranted. * The STI rights grant is the deferred component of the FY21 STI bonus which is consistency with market practice and shareholder requirements. * The FY22 LTI rights grant is consistent with market practice and improved shareholder interests with a four-year performance period and relative TSR and underlying ROE growth targets. Persisting concerns in the LTI include, * provision for dividends on unvested shares (through notional accrual for dividends on shares during the performance period), and * the ROE performance measure is assessed on an "underlying" basis, which may involve some subjective judgement.
Genworth Mortgage Insurance Australia Ltd.	GMA	Australia	12/05/2022	Authorize Share Repurchase Program	Approve Further Possible On-Market Share Buy Back	For	For	A vote FOR this resolution is warranted because there are no material corporate governance concerns regarding the buy-back proposal: * Any offer will not be selective, and shareholders will have the option to participate or not; * It is not expected to result in any change in control, or materially affect remaining shareholders' rights and interests; and * It is expected to increase the return on equity of the company and promote a more efficient capital structure.
Genworth Mortgage Insurance Australia Ltd.	GMA	Australia	12/05/2022	Elect Director	Elect Duncan West as Director	For	For	A vote FOR all nominees is warranted.
Genworth Mortgage Insurance Australia Ltd.	GMA	Australia	12/05/2022	Elect Director	Elect Alistair Muir as Director	For	For	A vote FOR all nominees is warranted.
Genworth Mortgage Insurance Australia Ltd.	GMA	Australia	12/05/2022	Elect Director	Elect Gerd Schenkel as Director	For	For	A vote FOR all nominees is warranted.
Goodman Group	GMG	Australia	18/11/2021	Approve Auditors and Authorize Board to Fix Their Remuneration	Appoint KPMG as Auditors of Goodman Logistics (HK) Limited and Authorize the Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted because this is a routine item and no significant concerns have been identified.
Goodman Group	GMG	Australia	18/11/2021	Elect Director	Elect Rebecca McGrath as Director of Goodman Limited	Against	Against	A vote AGAINST the re-election of Rebecca McGrath and Danny Peeters is warranted on the basis of the following concerns: * Rebecca McGrath is a member of the Remuneration Committee and problematic pay practices and elevated votes against remuneration resolutions continue to be observed, and shareholder concerns appear to persist.* Danny Peeters one of three non-independent executive directors, which is inconsistent with good governance for multiple executive directors on a board, which has the impact of reducing the overall level of Board independence to 67 percent and contributes to gender diversity falling short of the guidelines of the ASX Corporate Governance Council Principles and Recommendations for larger companies in the ASX300 index to have at least 30 percent of each gender represented on the board.Shareholder support FOR the election of David Collins is warranted although there are independence concerns given his former role as a partner at KPMG, Hong Kong, which have been the company's long standing audit firm since 1993.
Goodman Group	GMG	Australia	18/11/2021	Elect Director	Elect Danny Peeters as Director of Goodman Limited	Against	Against	A vote AGAINST the re-election of Rebecca McGrath and Danny Peeters is warranted on the basis of the following concerns: * Rebecca McGrath is a member of the Remuneration Committee and problematic pay practices and elevated votes against remuneration resolutions continue to be observed, and shareholder concerns appear to persist.* Danny Peeters one of three non-independent executive directors, which is inconsistent with good governance for multiple executive directors on a board, which has the impact of reducing the overall level of Board independence to 67 percent and contributes to gender diversity falling short of the guidelines of the ASX Corporate Governance Council Principles and Recommendations for larger companies in the ASX300 index to have at least 30 percent of each gender represented on the board.Shareholder support FOR the election of David Collins is warranted although there are independence concerns given his former role as a partner at KPMG, Hong Kong, which have been the company's long standing audit firm since 1993.
Goodman Group	GMG	Australia	18/11/2021	Elect Director	Elect Danny Peeters as Director of Goodman Logistics (HK) Ltd	Against	Against	A vote AGAINST the re-election of Rebecca McGrath and Danny Peeters is warranted on the basis of the following concerns: * Rebecca McGrath is a member of the Remuneration Committee and problematic pay practices and elevated votes against remuneration resolutions continue to be observed, and shareholder concerns appear to persist.* Danny Peeters one of three non-independent executive directors, which is inconsistent with good governance for multiple executive directors on a board, which has the impact of reducing the overall level of Board independence to 67 percent and contributes to gender diversity falling short of the guidelines of the ASX Corporate Governance Council Principles and Recommendations for larger companies in the ASX300 index to have at least 30 percent of each gender represented on the board.Shareholder support FOR the election of David Collins is warranted although there are independence concerns given his former role as a partner at KPMG, Hong Kong, which have been the company's long standing audit firm since 1993.
Goodman Group	GMG	Australia	18/11/2021	Elect Director	Elect David Collins as Director of Goodman Logistics (HK) Ltd	For	For	A vote AGAINST the re-election of Rebecca McGrath and Danny Peeters is warranted on the basis of the following concerns: * Rebecca McGrath is a member of the Remuneration Committee and problematic pay practices and elevated votes against remuneration resolutions continue to be observed, and shareholder concerns appear to persist.* Danny Peeters one of three non-independent executive directors, which is inconsistent with good governance for multiple executive directors on a board, which has the impact of reducing the overall level of Board independence to 67 percent and contributes to gender diversity falling short of the guidelines of the ASX Corporate Governance Council Principles and Recommendations for larger companies in the ASX300 index to have at least 30 percent of each gender represented on the board.Shareholder support FOR the election of David Collins is warranted although there are independence concerns given his former role as a partner at KPMG, Hong Kong, which have been the company's long standing audit firm since 1993.
Goodman Group	GMG	Australia	18/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the remuneration report is warranted. There are numerous inconsistencies regarding the remuneration practices which represent concerns for good corporate governance. Of note, a persisting high level of concern is identified in the quantitative Pay for Performance analysis pointing to the excessive nature of executive remuneration paid to the CEO and KMP executives.* The annual LTI grants are materially in excess of Australian market standards and the market cap peer group.* The realised value of the FY19 LTI was \$33.9 million for the CEO in relation to the initial grant of 1,600,000 performance rights with face value of about \$15.4 million. This was identified as excessive at the time and resulting a "strike" of 48 percent against the 2018 remuneration report. LTI grants as this company continue to increase and the basis of calculation of the number of performance rights and disclosure is problematic.* The quantum of the FY22 LTI grant is disclosed by the company to be based on an "economic value" of the company's securities, which the company states is \$6.10. This is compared to the company's traded security price on 29 October 2021, which was \$21.90. Such excessive discounting is materially inconsistent with the practices of ASX-listed entities and results in an excessive LTI grant. The methodology adopted by the company has resulted in a FY22 LTI grant to the CEO of near \$35 million based on the prevailing traded price of the company's securities, and correspondingly excessive LTI grants to other executive directors. For completeness, it is noted that a "fair value" or "economic value" in valuing LTI grants is an accounting requirement for the company's financial statements but discredited as a matter of poor corporate governance for granting LTI performance rights.
Goodman Group	GMG	Australia	18/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Greg Goodman	Against	Against	A vote AGAINST the resolutions to grant FY22 LTI performance rights to the CEO and other executive directors is warranted. The quantum is grossly excessive and well above the market for such grants among larger ASX-listed entities, despite marginally higher stretch targets, the rigor of which remains questionable and spread over a longer vesting period.Securityholder concerns include: * The CEO's grant is disclosed to be valued at \$9.5 million (based on a highly discounted fair value of the company's security price) compared with the value of the securities at the prevailing security price being \$35.0 million (face value). The value of this award is excessive by market standards.* The absolute EPS vesting range set at 6 to 10 percent annual growth is inadequate based on EPS growth in the past three years materially exceeding the maximum 10 percent target. This may be considered by shareholder to ensure partial and potentially full vesting of a grant with an excessive quantum.* The use of a heavily discounted fair value of the company's security price at \$6.10 to determine a greater number of rights to be granted is not in line with widely accepted market practice. Face value is the typical methodology used in this market for zero exercise price performance rights which would require the use of the prevailing security price nearer to \$21.90 as seen on 29 October 2021.
Goodman Group	GMG	Australia	18/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Danny Peeters	Against	Against	A vote AGAINST the resolutions to grant FY22 LTI performance rights to the CEO and other executive directors is warranted. The quantum is grossly excessive and well above the market for such grants among larger ASX-listed entities, despite marginally higher stretch targets, the rigor of which remains questionable and spread over a longer vesting period.Securityholder concerns include: * The CEO's grant is disclosed to be valued at \$9.5 million (based on a highly discounted fair value of the company's security price) compared with the value of the securities at the prevailing security price being \$35.0 million (face value). The value of this award is excessive by market standards.* The absolute EPS vesting range set at 6 to 10 percent annual growth is inadequate based on EPS growth in the past three years materially exceeding the maximum 10 percent target. This may be considered by shareholder to ensure partial and potentially full vesting of a grant with an excessive quantum.* The use of a heavily discounted fair value of the company's security price at \$6.10 to determine a greater number of rights to be granted is not in line with widely accepted market practice. Face value is the typical methodology used in this market for zero exercise price performance rights which would require the use of the prevailing security price nearer to \$21.90 as seen on 29 October 2021.

Goodman Group	GMG	Australia	18/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Anthony Rozic	Against	Against	A vote AGAINST the resolutions to grant FY22 LTI performance rights to the CEO and other executive directors is warranted. The quantum is grossly excessive and well above the market for such grants among larger ASX-listed entities, despite marginally higher stretch targets, the rigor of which remains questionable and spread over a longer vesting period. Securityholder concerns include: " The CEO's grant is disclosed to be valued at \$9.5 million (based on a highly discounted fair value of the company's security price) compared with the value of the securities at the prevailing security price being \$35.0 million (face value). The value of this award is excessive by market standards; " The absolute EPS vesting range set at 6 to 10 percent annual growth is inadequate based on EPS growth in the past three years materially exceeding the maximum 10 percent target. This may be considered by shareholder to ensure partial and potentially full vesting of a grant with an excessive quantum." The use of a heavily discounted fair value of the company's security price at \$6.10 to determine a greater number of rights to be granted is not in line with widely accepted market practice. Face value is the typical methodology used in this market for zero exercise price performance rights which would require the use of the prevailing security price nearer to \$21.90 as seen on 29 October 2021.
Graincorp Limited	GNC	Australia	17/02/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted as no material misalignment between remuneration, performance and shareholder outcomes is identified." The CEO's fixed remuneration is consistent with an selected industry peer group;" STI bonus outcomes are sufficiently aligned with improved financial performance and shareholder outcomes; and" The FY20 one-off award (granted in the period of the United Malt Demerger) vested in full in line with targets and improved performance.Concerns continue to be highlighted that" There continues to be an absence of appropriate disclosure of the specific and/or quantified STI thresholds and targets which is the better governance practice amongst larger ASX-listed entities." The ROIC hurdles in the LTI grant are not disclosed to allow sufficient transparency to assess the rigor of longer-term targets in line with shareholder interests and expectations.
Graincorp Limited	GNC	Australia	17/02/2022	Elect Director	Elect Peter Richards as Director	Against	Against	A vote AGAINST the re-election of Peter Richards is warranted due to overboarding concerns.A vote FOR the election of Nicki Anderson and Clive Stiff is warranted as there are no material concerns regarding board and committee composition resulting from their election, nor any wider corporate governance issues.
Graincorp Limited	GNC	Australia	17/02/2022	Elect Director	Elect Nicki Anderson as Director	For	For	A vote AGAINST the re-election of Peter Richards is warranted due to overboarding concerns.A vote FOR the election of Nicki Anderson and Clive Stiff is warranted as there are no material concerns regarding board and committee composition resulting from their election, nor any wider corporate governance issues.
Graincorp Limited	GNC	Australia	17/02/2022	Elect Director	Elect Clive Stiff as Director	For	For	A vote AGAINST the re-election of Peter Richards is warranted due to overboarding concerns.A vote FOR the election of Nicki Anderson and Clive Stiff is warranted as there are no material concerns regarding board and committee composition resulting from their election, nor any wider corporate governance issues.
Graincorp Limited	GNC	Australia	17/02/2022	Approve Share Plan Grant	Approve Grant of Performance Rights to Robert Spurway	For	For	A qualified vote FOR the FY22 LTI grant to CEO Robert Spurway (Item 4) is warranted. The structure of the LTI grant is consistent with market practice and shareholder interests in regard to the performance measures (absolute TSR and ROIC) and appropriate vesting period (three years).The qualification is to highlight the following concerns:" Non-disclosure of the specific and quantified ROIC performance threshold and targets." A 'false choice' is in place which has an impact of diminishing shareholder rights, given that if this resolution is not approved, equivalent cash payment will be provided to the CEO.
Generac Holdings Inc.	GNRC	USA	16/06/2022	Elect Director	Elect Director John D. Bowlin	For	For	A vote FOR the director nominees is warranted.
Generac Holdings Inc.	GNRC	USA	16/06/2022	Elect Director	Elect Director Aaron P. Jagdfeld	For	For	A vote FOR the director nominees is warranted.
Generac Holdings Inc.	GNRC	USA	16/06/2022	Elect Director	Elect Director Andrew G. Lampereur	For	For	A vote FOR the director nominees is warranted.
Generac Holdings Inc.	GNRC	USA	16/06/2022	Elect Director	Elect Director Nam T. Nguyen	For	For	A vote FOR the director nominees is warranted.
Generac Holdings Inc.	GNRC	USA	16/06/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Generac Holdings Inc.	GNRC	USA	16/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. Annual incentives are largely based on pre-set financial measures and performance shares were measured over a multi-year performance period.
Alphabet Inc.	GOOGL	USA	1/06/2022	Labor Issues - Discrimination and Miscellaneous	Report on Risks Associated with Use of Concealment Clauses	For	For	A vote FOR this proposal is warranted because more information would help shareholders understand how the company is assessing and managing the risks of using of concealment clauses.
Alphabet Inc.	GOOGL	USA	1/06/2022	Approve Recapitalization Plan for all Stock to Have One-vote per Share	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	For	A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.
Alphabet Inc.	GOOGL	USA	1/06/2022	Miscellaneous Proposal - Social	Report on Government Takedown Requests	Against	Against	A vote AGAINST this proposal is warranted, as the company has not faced significant controversies from its U.S. content takedowns, and it provides enough information for shareholders to assess its management of related risks.
Alphabet Inc.	GOOGL	USA	1/06/2022	Human Rights Risk Assessment	Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	For	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing human rights-related risks in high-risk countries.
Alphabet Inc.	GOOGL	USA	1/06/2022	Miscellaneous Proposal - Social	Report on Managing Risks Related to Data Collection, Privacy and Security	For	For	A vote FOR this proposal is warranted. An increased disclosure and greater transparency regarding risks related to user data collection, privacy, and security and related business impacts would provide shareholders insights on how the company is managing these risks.
Alphabet Inc.	GOOGL	USA	1/06/2022	Miscellaneous Proposal - Social	Disclose More Quantitative and Qualitative Information on Algorithmic Systems	For	For	A vote FOR this proposal is warranted, as the company has faced scrutiny over biases in its algorithmic systems and increased reporting would assist shareholders in assessing progress and management of related risks.
Alphabet Inc.	GOOGL	USA	1/06/2022	Human Rights Risk Assessment	Commission Third Party Assessment of Company's Management of Misinformation and Disinformation Across Platforms	For	For	A vote FOR this proposal is warranted because an independent human rights assessment would help shareholders better evaluate the company's management of risks related to the human rights impacts of disinformation and misinformation.
Alphabet Inc.	GOOGL	USA	1/06/2022	Miscellaneous Proposal - Social	Report on External Costs of Misinformation and Impact on Diversified Shareholders	For	For	A vote FOR this proposal is warranted. An increased disclosure and greater transparency regarding risks related to misinformation and its potential business impacts would provide shareholders insights on how the company is managing these risks.
Alphabet Inc.	GOOGL	USA	1/06/2022	Board Diversity	Report on Steps to Improve Racial and Gender Board Diversity	For	For	A vote FOR this resolution is warranted as shareholders would benefit from additional information about how the company is ensuring gender and minority representation are included in the company's board nomination.
Alphabet Inc.	GOOGL	USA	1/06/2022	Establish Environmental/Social Issue Board Committee	Establish an Environmental Sustainability Board Committee	For	For	By establishing a dedicated Environmental Sustainability Board Committee, the company will have a centralized device to continue, ensure, and promote its environmental policies and initiatives. The adoption of this resolution will also solidify the company's position among its peers as an industry leader in this area of environmental sustainability. As such, support FOR this proposal is warranted.
Alphabet Inc.	GOOGL	USA	1/06/2022	Elect Director	Elect Director Larry Page	For	For	A vote FOR the director nominees is warranted.
Alphabet Inc.	GOOGL	USA	1/06/2022	Elect Director	Elect Director Sergey Brin	For	For	A vote FOR the director nominees is warranted.
Alphabet Inc.	GOOGL	USA	1/06/2022	Elect Director	Elect Director Sundar Pichai	For	For	A vote FOR the director nominees is warranted.
Alphabet Inc.	GOOGL	USA	1/06/2022	Elect Director	Elect Director John L. Hennessy	For	For	A vote FOR the director nominees is warranted.
Alphabet Inc.	GOOGL	USA	1/06/2022	Elect Director	Elect Director Frances H. Arnold	For	For	A vote FOR the director nominees is warranted.
Alphabet Inc.	GOOGL	USA	1/06/2022	Elect Director	Elect Director L. John Doerr	For	For	A vote FOR the director nominees is warranted.
Alphabet Inc.	GOOGL	USA	1/06/2022	Elect Director	Elect Director Roger W. Ferguson, Jr.	For	For	A vote FOR the director nominees is warranted.
Alphabet Inc.	GOOGL	USA	1/06/2022	Elect Director	Elect Director Ann Mather	For	For	A vote FOR the director nominees is warranted.
Alphabet Inc.	GOOGL	USA	1/06/2022	Elect Director	Elect Director K. Ram Shriram	For	For	A vote FOR the director nominees is warranted.
Alphabet Inc.	GOOGL	USA	1/06/2022	Elect Director	Elect Director Robin L. Washington	For	For	A vote FOR the director nominees is warranted.
Alphabet Inc.	GOOGL	USA	1/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Alphabet Inc.	GOOGL	USA	1/06/2022	Company-Specific Board-Related	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against	Against	A vote AGAINST this proposal is warranted, as the company seems to listen employee feedback and has practices for employees to voice opinions.
Alphabet Inc.	GOOGL	USA	1/06/2022	Miscellaneous Proposal - Social	Report on Policies Regarding Military and Militarized Policing Agencies	For	For	A vote FOR this proposal is warranted. Additional information on the company's policies regarding its military and militarized policing agency activities and their impacts on stakeholders, user communities, and the company's reputation and finances would help shareholders assess management's oversight of related risks.
Alphabet Inc.	GOOGL	USA	1/06/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	Against	Against	Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPCS), a vote AGAINST this proposal is warranted due to the following key factor(s): " The three-year average burn rate is excessive " The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) " The plan permits liberal recycling of shares " The plan allows broad discretion to accelerate vesting
Alphabet Inc.	GOOGL	USA	1/06/2022	Increase Authorized Common Stock	Increase Authorized Common Stock	For	For	Considering that the increase in authorized common stock is proportionate to the board's proposed 20-for-1 stock split and that the company's share price has increased significantly in recent years, a vote FOR this proposal is warranted.
Alphabet Inc.	GOOGL	USA	1/06/2022	Political Lobbying Disclosure	Report on Lobbying Payments and Policy	For	For	A vote FOR this resolution is warranted, as additional reporting on the company's lobbying-related practices and policies, such as its trade association memberships and payments, would benefit shareholders in assessing its management of related risks.
Alphabet Inc.	GOOGL	USA	1/06/2022	Report on Climate Change	Report on Climate Lobbying	For	For	A vote FOR this proposal is warranted. The company and its shareholders are likely to benefit from a review of how the company's and its trade associations' lobbying positions align with Paris Agreement, in light of risks to the company caused by climate change and the company's public position.
Alphabet Inc.	GOOGL	USA	1/06/2022	Report on Climate Change	Report on Physical Risks of Climate Change	For	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is assessing and managing climate change risks.
Alphabet Inc.	GOOGL	USA	1/06/2022	Community -Environment Impact	Report on Metrics and Efforts to Reduce Water Related Risk	For	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing climate-related water risks.
Alphabet Inc.	GOOGL	USA	1/06/2022	Racial Equity and/or Civil Rights Audit	Oversee and Report a Third-Party Racial Equity Audit	For	For	A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Alphabet's efforts to address the issue of any inequality in its workforce and its management of related risks.
Gold Road Resources Limited	GOR	Australia	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted, given pay and company performance are sufficiently aligned. " The remuneration framework is broadly unchanged from the prior year; " There is a low level of concern identified in quantitative Pay-for-Performance analysis; " The threshold EPS hurdle in the FY21 LTI increased compared to the prior year to reflect the expansion in operations of the company; and " LTI vesting at near 45 percent in the FY21 grant is aligned with disclosed targets and reasonably aligned with shareholder outcomes. Some concerns are noted as follows: " STI performance measures are based on achievement of milestones rather than objective financial performance measures; " There is no clear disclosure of specific and quantified STI targets, matched with performance. " There appears some overlap and potential for board discretion and double counting of bonuses in the STI and LTI, and " Despite weaker financial results in FY21, the FY21 STI bonus was left materially unchanged from the prior year.
Gold Road Resources Limited	GOR	Australia	19/05/2022	Elect Director	Elect Brian Levett as Director	For	For	A vote FOR the re-election of Brian Levett is warranted. The board is majority independent, and no material concerns are identified regarding board and committee composition resulting from his nomination, nor wider corporate governance issues. A vote AGAINST the election of Denise McCornish is warranted, given she is the chair of the Audit Committee and disclosure indicates that she was a former partner of the company's audit firm, KPMG.

Gold Road Resources Limited	GOR	Australia	19/05/2022	Elect Director	Elect Denise McComish as Director	Against	Against	A vote FOR the re-election of Brian Levat is warranted. The board is majority independent, and no material concerns are identified regarding board and committee composition resulting from his nomination, nor wider corporate governance issues. A vote AGAINST the election of Denise McComish is warranted, given she is the chair of the Audit Committee and disclosure indicates that she was a former partner of the company's audit firm, KPMG.
Gold Road Resources Limited	GOR	Australia	19/05/2022	Approve Share Plan Grant	Approve Grant of Long Term Incentive Performance Rights to Duncan Gibbs	For	For	Items 4 A qualified vote FOR the grant of FY22 LTI performance rights is warranted. The structure of the award is sufficiently aligned with long-term shareholder interests, with the minimum accepted three-year performance period, and relative TSR and EPS targets. The qualification is to highlight concerns for a significant proportion of the grant (50 percent) which continues to be linked to "strategic measures" which some shareholders may regard as being part of the 'day job' and success would be best objectively measured in improved specific financial performance measures and shareholder returns. Items 5 A qualified vote FOR the grant of FY22 STI performance rights is warranted. While no material disconnect is identified in prior years, and performance measures are broadly presented, this grant represents an 'advance' approval of the FY22 STI up to the maximum number of rights which can be awarded. This is inconsistent with market practice amongst larger companies given approval for this STI grant is sought before the completion of the financial year, assessment of performance by the board and presentation of annual and remuneration reports to shareholders. Additionally, the company does not present specific and quantified STI performance measures as part of this approval, nor in retrospect in the remuneration report, being inconsistent with appropriate transparency expected by shareholders and seen in ASX300 companies as better governance practice.
Gold Road Resources Limited	GOR	Australia	19/05/2022	Approve Share Plan Grant	Approve Grant of Short Term Incentive Performance Rights to Duncan Gibbs	For	For	Items 4 A qualified vote FOR the grant of FY22 LTI performance rights is warranted. The structure of the award is sufficiently aligned with long-term shareholder interests, with the minimum accepted three-year performance period, and relative TSR and EPS targets. The qualification is to highlight concerns for a significant proportion of the grant (50 percent) which continues to be linked to "strategic measures" which some shareholders may regard as being part of the 'day job' and success would be best objectively measured in improved specific financial performance measures and shareholder returns. Items 5 A qualified vote FOR the grant of FY22 STI performance rights is warranted. While no material disconnect is identified in prior years, and performance measures are broadly presented, this grant represents an 'advance' approval of the FY22 STI up to the maximum number of rights which can be awarded. This is inconsistent with market practice amongst larger companies given approval for this STI grant is sought before the completion of the financial year, assessment of performance by the board and presentation of annual and remuneration reports to shareholders. Additionally, the company does not present specific and quantified STI performance measures as part of this approval, nor in retrospect in the remuneration report, being inconsistent with appropriate transparency expected by shareholders and seen in ASX300 companies as better governance practice.
Gold Road Resources Limited	GOR	Australia	19/05/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase the Maximum Aggregate Amount of Non-Executive Directors' Fees	For	For	A vote FOR the proposed increase to the non-executive director's fee cap is warranted. The headroom in the existing cap is presently insufficient to accommodate the appointment of an additional director if sought fit as part of the board refreshment or growth in the board. However, it is highlighted that the level of increase of 57 percent is high and appears to be materially more than needed, noting that chairman and NED fees are presently consistent with market.
Gold Road Resources Limited	GOR	Australia	19/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	For	For	A qualified vote FOR this resolution is warranted. The proposed amendments to the constitution do not appear contentious. The company explicitly states in the Notice of Meeting that wholly "virtual" online meetings are not permitted, and that the amendments are to permit hybrid meetings which align with shareholder interests. The recommendation is qualified to highlight concern that the company has not made the constitution and amendments publicly available for inspection by shareholders, thereby representing a concern for appropriate corporate governance.
Gold Road Resources Limited	GOR	Australia	19/05/2022	Renew Partial Takeover Provision	Approve Proportional Takeover Provisions	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Growthpoint Properties Australia	GOZ	Australia	22/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted. There is a low concern identified in the quantitative pay for performance analysis. The managing director's total pay is not excessive, with STI and LTI payouts appear to be in line with performance and securityholders' outcome over the relevant periods
Growthpoint Properties Australia	GOZ	Australia	22/11/2021	Elect Director	Elect Deborah Page as Director	For	For	A vote FOR independent non-executive director Deborah Page (Item 3a) is warranted as no material issues have been identified regarding this director nominee in respect of board and committee composition. A qualified vote FOR independent non-executive director Geoffrey Tomlinson (Item 3b) is warranted as he is the board chair and there is only 25-percent female representation on the board, which does not meet the guidelines of the ASX Corporate Governance Council Principles and Recommendations for larger ASX-listed entities in the ASX300 index. A qualified vote FOR Estienne de Klerk (Item 3c) is warranted as he is a non-independent director serving on a board that is not majority independent (only 38-percent independent). Although Mr de Klerk is classified as non-independent due to his representation of Growthpoint Properties Ltd (the company's parent and substantial securityholder with a 62.19-percent stake), its proportional control over the board is consistent with its securityholdings.
Growthpoint Properties Australia	GOZ	Australia	22/11/2021	Elect Director	Elect Geoffrey Tomlinson as Director	For	For	A vote FOR independent non-executive director Deborah Page (Item 3a) is warranted as no material issues have been identified regarding this director nominee in respect of board and committee composition. A qualified vote FOR independent non-executive director Geoffrey Tomlinson (Item 3b) is warranted as he is the board chair and there is only 25-percent female representation on the board, which does not meet the guidelines of the ASX Corporate Governance Council Principles and Recommendations for larger ASX-listed entities in the ASX300 index. A qualified vote FOR Estienne de Klerk (Item 3c) is warranted as he is a non-independent director serving on a board that is not majority independent (only 38-percent independent). Although Mr de Klerk is classified as non-independent due to his representation of Growthpoint Properties Ltd (the company's parent and substantial securityholder with a 62.19-percent stake), its proportional control over the board is consistent with its securityholdings.
Growthpoint Properties Australia	GOZ	Australia	22/11/2021	Elect Director	Elect Estienne de Klerk as Director	For	For	A vote FOR independent non-executive director Deborah Page (Item 3a) is warranted as no material issues have been identified regarding this director nominee in respect of board and committee composition. A qualified vote FOR independent non-executive director Geoffrey Tomlinson (Item 3b) is warranted as he is the board chair and there is only 25-percent female representation on the board, which does not meet the guidelines of the ASX Corporate Governance Council Principles and Recommendations for larger ASX-listed entities in the ASX300 index. A qualified vote FOR Estienne de Klerk (Item 3c) is warranted as he is a non-independent director serving on a board that is not majority independent (only 38-percent independent). Although Mr de Klerk is classified as non-independent due to his representation of Growthpoint Properties Ltd (the company's parent and substantial securityholder with a 62.19-percent stake), its proportional control over the board is consistent with its securityholdings.
Growthpoint Properties Australia	GOZ	Australia	22/11/2021	Approve Share Plan Grant	Approve Grant of FY22 Long Term Incentive Performance Rights to Timothy Collyer	For	For	A vote FOR this resolution (Item 4) is warranted because the quantum of the grant is not excessive, and the performance period and conditions attaching to this grant (e.g. ROE and relative TSR) appear to be in line with securityholders' interests. A qualified vote FOR this resolution (Item 5) is warranted as payment of possible STI outcomes in equity aligns executives with shareholders. The qualification is based on corporate governance concerns for the need for shareholders to approve a prospective FY22 STI bonus prior to completion of the year. Such advance approvals are highly uncommon amongst ASX300 companies.
Growthpoint Properties Australia	GOZ	Australia	22/11/2021	Approve Share Plan Grant	Approve Grant of FY22 Short Term Incentive Performance Rights to Timothy Collyer	For	For	A vote FOR this resolution (Item 4) is warranted because the quantum of the grant is not excessive, and the performance period and conditions attaching to this grant (e.g. ROE and relative TSR) appear to be in line with securityholders' interests. A qualified vote FOR this resolution (Item 5) is warranted as payment of possible STI outcomes in equity aligns executives with shareholders. The qualification is based on corporate governance concerns for the need for shareholders to approve a prospective FY22 STI bonus prior to completion of the year. Such advance approvals are highly uncommon amongst ASX300 companies.
Growthpoint Properties Australia	GOZ	Australia	22/11/2021	Renew Partial Takeover Provision	Approve Re-insertion of Proportional Takeover Provisions in the Company's Constitution	For	For	A vote FOR these resolutions (Items 6-7) is warranted on the basis that the passing of these resolutions will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Growthpoint Properties Australia	GOZ	Australia	22/11/2021	Renew Partial Takeover Provision	Approve Insertion of Proportional Takeover Provisions in the Trust's Constitution	For	For	A vote FOR these resolutions (Items 6-7) is warranted on the basis that the passing of these resolutions will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Genuine Parts Company	GPC	USA	28/04/2022	Elect Director	Elect Director Elizabeth W. Camp	For	For	A vote FOR the director nominees is warranted.
Genuine Parts Company	GPC	USA	28/04/2022	Elect Director	Elect Director Robert C. 'Robin' Loudermilk, Jr.	For	For	A vote FOR the director nominees is warranted.
Genuine Parts Company	GPC	USA	28/04/2022	Elect Director	Elect Director Wendy B. Needham	For	For	A vote FOR the director nominees is warranted.
Genuine Parts Company	GPC	USA	28/04/2022	Elect Director	Elect Director Juliette W. Fryor	For	For	A vote FOR the director nominees is warranted.
Genuine Parts Company	GPC	USA	28/04/2022	Elect Director	Elect Director E. Jenner Wood, III	For	For	A vote FOR the director nominees is warranted.
Genuine Parts Company	GPC	USA	28/04/2022	Elect Director	Elect Director Richard Cox, Jr.	For	For	A vote FOR the director nominees is warranted.
Genuine Parts Company	GPC	USA	28/04/2022	Elect Director	Elect Director Paul D. Donahue	For	For	A vote FOR the director nominees is warranted.
Genuine Parts Company	GPC	USA	28/04/2022	Elect Director	Elect Director Gary P. Fayard	For	For	A vote FOR the director nominees is warranted.
Genuine Parts Company	GPC	USA	28/04/2022	Elect Director	Elect Director P. Russell Hardin	For	For	A vote FOR the director nominees is warranted.
Genuine Parts Company	GPC	USA	28/04/2022	Elect Director	Elect Director John R. Holder	For	For	A vote FOR the director nominees is warranted.
Genuine Parts Company	GPC	USA	28/04/2022	Elect Director	Elect Director Donna W. Hyland	For	For	A vote FOR the director nominees is warranted.
Genuine Parts Company	GPC	USA	28/04/2022	Elect Director	Elect Director John D. Johns	For	For	A vote FOR the director nominees is warranted.
Genuine Parts Company	GPC	USA	28/04/2022	Elect Director	Elect Director Jean-Jacques Lafont	For	For	A vote FOR the director nominees is warranted.
Genuine Parts Company	GPC	USA	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review. Although some concern is raised given the annual measurement period, the company's regular annual equity grants returned to being predominately performance-based. Additionally, annual incentives remained entirely based on pre-set objective measures.
Genuine Parts Company	GPC	USA	28/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Global Payments Inc.	GNP	USA	28/04/2022	Elect Director	Elect Director F. Thaddeus Arroyo	For	For	A vote FOR all director nominees is warranted.
Global Payments Inc.	GNP	USA	28/04/2022	Elect Director	Elect Director Robert H.B. Baldwin, Jr.	For	For	A vote FOR all director nominees is warranted.
Global Payments Inc.	GNP	USA	28/04/2022	Elect Director	Elect Director John G. Bruno	For	For	A vote FOR all director nominees is warranted.
Global Payments Inc.	GNP	USA	28/04/2022	Elect Director	Elect Director Kris Cloninger, III	For	For	A vote FOR all director nominees is warranted.
Global Payments Inc.	GNP	USA	28/04/2022	Elect Director	Elect Director Joia M. Johnson	For	For	A vote FOR all director nominees is warranted.
Global Payments Inc.	GNP	USA	28/04/2022	Elect Director	Elect Director Ruth Ann Marshall	For	For	A vote FOR all director nominees is warranted.
Global Payments Inc.	GNP	USA	28/04/2022	Elect Director	Elect Director Connie D. McDaniel	For	For	A vote FOR all director nominees is warranted.

Global Payments Inc.	GNP	USA	28/04/2022	Elect Director	Elect Director William B. Plummer	For	For	A vote FOR all director nominees is warranted.
Global Payments Inc.	GNP	USA	28/04/2022	Elect Director	Elect Director Jeffrey S. Sloan	For	For	A vote FOR all director nominees is warranted.
Global Payments Inc.	GNP	USA	28/04/2022	Elect Director	Elect Director John T. Turner	For	For	A vote FOR all director nominees is warranted.
Global Payments Inc.	GNP	USA	28/04/2022	Elect Director	Elect Director M. Troy Woods	For	For	A vote FOR all director nominees is warranted.
Global Payments Inc.	GNP	USA	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	CEO pay was outsized following a simultaneous increase to his annual cycle equity award and a special equity grant in FY21. Further, concerns regarding the limited disclosure of performance equity targets and results have not been resolved.
Global Payments Inc.	GNP	USA	28/04/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Global Payments Inc.	GNP	USA	28/04/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right would remain small.
The GPT Group	GPT	Australia	11/05/2022	Elect Director	Elect Tracey Horton as Director	For	For	A vote FOR all nominees is warranted as there are no material concerns identified regarding board and committee composition resulting from their election, nor any wider corporate governance issues.
The GPT Group	GPT	Australia	11/05/2022	Elect Director	Elect Michelle Somerville as Director	For	For	A vote FOR all nominees is warranted as there are no material concerns identified regarding board and committee composition resulting from their election, nor any wider corporate governance issues.
The GPT Group	GPT	Australia	11/05/2022	Elect Director	Elect Anne Brennan as Director	For	For	A vote FOR all nominees is warranted as there are no material concerns identified regarding board and committee composition resulting from their election, nor any wider corporate governance issues.
The GPT Group	GPT	Australia	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted: * quantitative pay for performance analysis indicates a low degree of concern for any misalignment, * the CEO's fixed remuneration is not excessive relative to peers, * bonus outcomes do not appear materially inconsistent with the group's improved financial performance in FY21, and * the FY19 LTI lapsed as performance condition were not met and the board exercised discretion to withdraw the FY20 LTI grant. The recommendation is qualified to highlight the use of upward discretion by the board to allow for STI bonuses despite the group not meeting their FFO growth target, which typically acts as a gateway for STI to be awarded. This concern is perhaps mitigated given that the board has used downward discretion appropriately in the past, and the explanation for this discretion is reasonable in light of the stronger group performance during the year, and shareholder returns.
The GPT Group	GPT	Australia	11/05/2022	Approve Share Plan Grant	Approve Grant of Performance Rights to Robert Johnston	For	For	A vote FOR the grant of performance rights to CEO is warranted. The LTI is consistent with corporate governance expectations and improved securityholder returns, with a three-year performance period and total return and relative TSR performance measures. The total return targets have been increased from the FY21 LTI, however, still below the pre-COVID, FY19 LTI targets which may be of concern for some shareholders as lacking sufficient rigor. In mitigating, threshold vesting is at 10 percent.
Garmin Ltd.	GRMN	Switzerland	10/06/2022	Accept Consolidated Financial Statements and Statutory Reports	Accept Consolidated Financial Statements and Statutory Reports	For	For	A vote FOR the approval of the annual financial statement and statutory reports is warranted.
Garmin Ltd.	GRMN	Switzerland	10/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. Nevertheless, shareholders may continue to prefer that the company utilize a multi-year performance period for the performance-contingent RSUs to better align pay with long-term company performance.
Garmin Ltd.	GRMN	Switzerland	10/06/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Fiscal Year 2023 Maximum Aggregate Compensation for the Executive Management	For	For	As the company is classified as a US domestic issuer, and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned to the US say-on-pay analysis. Accordingly, a vote FOR this proposal is warranted.
Garmin Ltd.	GRMN	Switzerland	10/06/2022	Approve Remuneration of Directors and/or Committee Members	Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2022 AGM and the 2023 AGM	For	For	A vote FOR this resolution is warranted because the proposed amount is broadly in line with market practice.
Garmin Ltd.	GRMN	Switzerland	10/06/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Garmin Ltd.	GRMN	Switzerland	10/06/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Approve Renewal of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	A vote FOR the proposed authorization is warranted.
Garmin Ltd.	GRMN	Switzerland	10/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends	For	For	Votes FOR the allocation of income resolutions are warranted.
Garmin Ltd.	GRMN	Switzerland	10/06/2022	Approve Dividends	Approve Dividends	For	For	Votes FOR the allocation of income resolutions are warranted.
Garmin Ltd.	GRMN	Switzerland	10/06/2022	Approve Discharge of Management Board	Approve Discharge of Board and Senior Management	For	For	A vote FOR the discharge of the board of directors and senior management is warranted.
Garmin Ltd.	GRMN	Switzerland	10/06/2022	Elect Director	Elect Director Jonathan C. Burrell	For	For	A vote FOR the director nominees is warranted.
Garmin Ltd.	GRMN	Switzerland	10/06/2022	Elect Director	Elect Director Joseph J. Hartnett	For	For	A vote FOR the director nominees is warranted.
Garmin Ltd.	GRMN	Switzerland	10/06/2022	Elect Director	Elect Director Min H. Kao	For	For	A vote FOR the director nominees is warranted.
Garmin Ltd.	GRMN	Switzerland	10/06/2022	Elect Director	Elect Director Catherine A. Lewis	For	For	A vote FOR the director nominees is warranted.
Garmin Ltd.	GRMN	Switzerland	10/06/2022	Elect Director	Elect Director Charles W. Peffer	For	For	A vote FOR the director nominees is warranted.
Garmin Ltd.	GRMN	Switzerland	10/06/2022	Elect Director	Elect Director Clifton A. Pemble	For	For	A vote FOR the director nominees is warranted.
Garmin Ltd.	GRMN	Switzerland	10/06/2022	Elect Board Chairman/Vice-Chairman	Elect Min H. Kao as Board Chairman	For	For	A vote FOR the election of Min Kao as chairman of the board is warranted.
Garmin Ltd.	GRMN	Switzerland	10/06/2022	Elect Member of Remuneration Committee	Appoint Jonathan C. Burrell as Member of the Compensation Committee	For	For	A vote FOR the election of Joseph Hartnett, Charles Peffer, Catherine Lewis, and Jonathan Burrell as members of the Compensation Committee is warranted. Lewis, Hartnett, Peffer, and Burrell are each independent outside directors and there are no governance concerns with the committee at this time.
Garmin Ltd.	GRMN	Switzerland	10/06/2022	Elect Member of Remuneration Committee	Appoint Joseph J. Hartnett as Member of the Compensation Committee	For	For	A vote FOR the election of Joseph Hartnett, Charles Peffer, Catherine Lewis, and Jonathan Burrell as members of the Compensation Committee is warranted. Lewis, Hartnett, Peffer, and Burrell are each independent outside directors and there are no governance concerns with the committee at this time.
Garmin Ltd.	GRMN	Switzerland	10/06/2022	Elect Member of Remuneration Committee	Appoint Catherine A. Lewis as Member of the Compensation Committee	For	For	A vote FOR the election of Joseph Hartnett, Charles Peffer, Catherine Lewis, and Jonathan Burrell as members of the Compensation Committee is warranted. Lewis, Hartnett, Peffer, and Burrell are each independent outside directors and there are no governance concerns with the committee at this time.
Garmin Ltd.	GRMN	Switzerland	10/06/2022	Elect Member of Remuneration Committee	Appoint Charles W. Peffer as Member of the Compensation Committee	For	For	A vote FOR the election of Joseph Hartnett, Charles Peffer, Catherine Lewis, and Jonathan Burrell as members of the Compensation Committee is warranted. Lewis, Hartnett, Peffer, and Burrell are each independent outside directors and there are no governance concerns with the committee at this time.
Garmin Ltd.	GRMN	Switzerland	10/06/2022	Designate X as Independent Proxy	Designate Wuersch & Gering LLP as Independent Proxy	For	For	A vote FOR this proposal is warranted due to a lack of concerns.
Garmin Ltd.	GRMN	Switzerland	10/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors and Ernst & Young Ltd as Statutory Auditor	For	For	A vote FOR this proposal to ratify the auditor is warranted.
The Goldman Sachs Group, Inc.	GS	USA	28/04/2022	Elect Director	Elect Director Michele Burns	For	For	A vote AGAINST Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted.
The Goldman Sachs Group, Inc.	GS	USA	28/04/2022	Elect Director	Elect Director Drew Faust	For	For	A vote AGAINST Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted.
The Goldman Sachs Group, Inc.	GS	USA	28/04/2022	Elect Director	Elect Director Mark Flaherty	For	For	A vote AGAINST Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted.
The Goldman Sachs Group, Inc.	GS	USA	28/04/2022	Elect Director	Elect Director Kimberley Harris	For	For	A vote AGAINST Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted.
The Goldman Sachs Group, Inc.	GS	USA	28/04/2022	Elect Director	Elect Director Ellen Kullman	Against	Against	A vote AGAINST Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted.
The Goldman Sachs Group, Inc.	GS	USA	28/04/2022	Elect Director	Elect Director Lakshmi Mittal	For	For	A vote AGAINST Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted.
The Goldman Sachs Group, Inc.	GS	USA	28/04/2022	Elect Director	Elect Director Adebayo Ogunlesi	For	For	A vote AGAINST Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted.
The Goldman Sachs Group, Inc.	GS	USA	28/04/2022	Elect Director	Elect Director Peter Oppenheimer	For	For	A vote AGAINST Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted.
The Goldman Sachs Group, Inc.	GS	USA	28/04/2022	Elect Director	Elect Director David Solomon	For	For	A vote AGAINST Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted.
The Goldman Sachs Group, Inc.	GS	USA	28/04/2022	Elect Director	Elect Director Jan Tighe	For	For	A vote AGAINST Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted.
The Goldman Sachs Group, Inc.	GS	USA	28/04/2022	Elect Director	Elect Director Jessica Uhl	For	For	A vote AGAINST Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted.
The Goldman Sachs Group, Inc.	GS	USA	28/04/2022	Elect Director	Elect Director David Viniar	For	For	A vote AGAINST Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted.
The Goldman Sachs Group, Inc.	GS	USA	28/04/2022	Elect Director	Elect Director Mark Winkelman	Against	Against	A vote AGAINST Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted.

The Goldman Sachs Group, Inc.	GS	USA	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	The increase in reported CEO pay is attributable to a large special award granted in FY21. The quantum and timing of the special award may raise concerns for some investors, particularly given the recent reduction in incentive pay. In addition, the annual incentive determination process continues to raise some concern, as awards are ultimately discretionarily determined. However, the value of the special of the award is more reasonable when annualized over the five-year performance period, and the award is 100 percent performance-based, with absolute TSR goals requiring significant share price appreciation. The increase in CEO performance year pay is directionally aligned with strong annual company performance and key financial metrics assessed are consistent with the prior year. In addition, following a significant increase in PSU weighting for certain NEOs, the LTI program for all NEOs is now entirely performance-conditioned, based on clearly disclosed multi-year goals. Lastly, neither the application of committee discretion nor the special award have resulted in a quantitative pay-for-performance misalignment for the year in review. On balance of these factors, a vote FOR this proposal is warranted, with caution. Close continued monitoring of pay decisions and outcomes is warranted, as the pay program's reliance on discretion and special award practices may be scrutinized, particularly if pay and performance are misaligned.
The Goldman Sachs Group, Inc.	GS	USA	28/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
The Goldman Sachs Group, Inc.	GS	USA	28/04/2022	Charitable Contributions	Report on Charitable Contributions	For	Against	A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.
The Goldman Sachs Group, Inc.	GS	USA	28/04/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
The Goldman Sachs Group, Inc.	GS	USA	28/04/2022	Report on Climate Change	Adopt a Financing Policy Consistent with IEA's Net Zero Emissions by 2050 Scenario	For	For	A vote FOR this proposal is warranted, as it should serve to enhance the company's current commitments to net zero activities and help ensure stronger alignment between the company's net zero goals and its policies and actions. Adoption of the resolution would also provide shareholders with a better understanding of the company's management and oversight of related risks.
The Goldman Sachs Group, Inc.	GS	USA	28/04/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Elect Director	Re-elect Hal Barron as Director	For	For	A vote FOR these candidates is considered warranted as no material concerns have been identified.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Elect Director	Re-elect Dame Vivienne Cox as Director	For	For	A vote FOR these candidates is considered warranted as no material concerns have been identified.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Elect Director	Re-elect Lynn Eilsenhans as Director	For	For	A vote FOR these candidates is considered warranted as no material concerns have been identified.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Elect Director	Re-elect Laurie Glimcher as Director	For	For	A vote FOR these candidates is considered warranted as no material concerns have been identified.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Elect Director	Re-elect Jesse Goodman as Director	For	For	A vote FOR these candidates is considered warranted as no material concerns have been identified.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Elect Director	Re-elect Iain Mackay as Director	For	For	A vote FOR these candidates is considered warranted as no material concerns have been identified.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Elect Director	Re-elect Urs Rohner as Director	For	For	A vote FOR these candidates is considered warranted as no material concerns have been identified.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Ratify Auditors	Reappoint Deloitte LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is warranted although it is not without concern because: * The bonus level (89%-93% of maximum) is not entirely consistent with financial performance or with shareholders' experience for FY2021. However, the disconnect is not sufficiently material to warrant an adverse vote.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Approve Issuance of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Miscellaneous Proposal: Company-Specific	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	For	For	A vote FOR this resolution is warranted as it has been clearly explained by the Company and no significant concerns have been identified.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Approve Qualified Employee Stock Purchase Plan	Approve Share Save Plan	For	For	A vote FOR this tax-approved plan is warranted because it is broad-based and no corporate governance concerns have been identified.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Approve/Amend All Employee Share Schemes	Approve Share Reward Plan	For	For	A vote FOR this item is considered warranted as no material concerns have been identified. This is an all-employee, HMRC approved plan.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Adopt New Articles of Association/Charter	Adopt New Articles of Association	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Approve Remuneration Policy	Approve Remuneration Policy	Against	Against	A vote AGAINST the remuneration policy is warranted because: * The Company is seeking to increase bonus opportunity from 2x to 3x salary. The amplified bonus opportunity would create the highest bonus potential, as a multiple of salary, for any company in the FTSE 10. It is acknowledged that the higher limit requires higher performance, only materializing on outperformance of the Company's new strategic targets. It is also noted that there would be lower pay for below target performance. In addition, the targets are firmly rooted in the new strategy and there is a clear link between the profit and sales objectives, as announced in June 2021, and new pay arrangements. However, these mitigating factors do not offset concerns with the quantum; the increased emphasis on short-term performance; or the precedent that this level of bonus opportunity would create. Further, the demerger will decrease the Company's market cap and the complexity of its operations. The proposed increase does not appear consistent with this background.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Elect Director	Elect Anne Beal as Director	For	For	A vote FOR these candidates is considered warranted as no material concerns have been identified.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Elect Director	Elect Harry Dietz as Director	For	For	A vote FOR these candidates is considered warranted as no material concerns have been identified.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Elect Director	Re-elect Sir Jonathan Symonds as Director	For	For	A vote FOR these candidates is considered warranted as no material concerns have been identified.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Elect Director	Re-elect Emma Wilmsey as Director	For	For	A vote FOR these candidates is considered warranted as no material concerns have been identified.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Elect Director	Re-elect Charles Barcroft as Director	For	For	A vote FOR these candidates is considered warranted as no material concerns have been identified.
GlaxoSmithKline Plc	GSK	United Kingdom	4/05/2022	Elect Director	Re-elect Vindi Banga as Director	For	For	A vote FOR these candidates is considered warranted as no material concerns have been identified.
GUD Holdings Limited	GUD	Australia	29/10/2021	Elect Director	Elect Carole Campbell as Director	For	For	A vote FOR the election of independent director nominees Carole Campbell (Item 2.1) and John Pollars (Item 2.2), and re-election independent director David Robinson (Item 3.1) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
GUD Holdings Limited	GUD	Australia	29/10/2021	Elect Director	Elect John Pollars as Director	For	For	A vote FOR the election of independent director nominees Carole Campbell (Item 2.1) and John Pollars (Item 2.2), and re-election independent director David Robinson (Item 3.1) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
GUD Holdings Limited	GUD	Australia	29/10/2021	Elect Director	Elect David Robinson as Director	For	For	A vote FOR the election of independent director nominees Carole Campbell (Item 2.1) and John Pollars (Item 2.2), and re-election independent director David Robinson (Item 3.1) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
GUD Holdings Limited	GUD	Australia	29/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted on the basis that no material disconnect between pay and performance, and shareholder outcomes has been identified as evidenced by the following: * STI payments are not at odds with the company's financial performance and position; and * LTI hurdles appear to remain challenging and outcomes reasonably reflect longer-term company performance. Nevertheless, concerns remain given the continued absence of disclosure of a quantified CVA target, which is important because it is 100 percent of the STI weighting. Presently, the company's disclosure represents inferior transparency compared with shareholder expectations and the practices of other ASX200 companies. Executive fixed remuneration and director fees are also relatively high, and there is no apparent minimum shareholding guidelines and requirement for senior executives and directors, which is a widely accepted governance practice in ASX200 companies.
GUD Holdings Limited	GUD	Australia	29/10/2021	Approve Share Plan Grant	Approve Grant of Rights to Graeme Whickman	For	For	A vote FOR this resolution is warranted because the structure of the grant is consistent with prior years, and * The relative TSR performance hurdle is sufficiently robust and aligned with shareholder interests; and * The performance period of three years remains at the minimum accepted in the local market to sufficiently reflect the long term for incentive purposes.
GUD Holdings Limited	GUD	Australia	29/10/2021	Approve Pledging of Assets for Debt	Approve Financial Assistance in Relation to the Banking Facilities and Australian Clutch Services Acquisition	For	For	A vote FOR this resolution is warranted as it is not contentious.
GWA Group Limited	GWA	Australia	29/10/2021	Elect Director	Elect Darryl McDonough as Director	For	For	A qualified vote FOR the re-election of Darryl McDonough (Item 1) is warranted because he serves as a non-independent chairman of the board and is a member of the Audit Committee, which is not fully independent (only 67-percent independent). A vote FOR Peter Birles (Item 2) is warranted as no material concerns have been identified regarding board and committee composition resulting from his nomination.
GWA Group Limited	GWA	Australia	29/10/2021	Elect Director	Elect Peter Birles as Director	For	For	A qualified vote FOR the re-election of Darryl McDonough (Item 1) is warranted because he serves as a non-independent chairman of the board and is a member of the Audit Committee, which is not fully independent (only 67-percent independent). A vote FOR Peter Birles (Item 2) is warranted as no material concerns have been identified regarding board and committee composition resulting from his nomination.
GWA Group Limited	GWA	Australia	29/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted. While CEO pay and company performance appear to be reasonably aligned at this time given that the new CEO was not awarded an LTI while serving as Acting CEO. However, shareholders may be concerned with the following aspects of the remuneration program: * The new CEO's fixed pay and total opportunity is above the median of peers.; * Disclosure of targets is poor in the STI.; * Personal targets in the STI appear to be bonuses for the day job, for metrics like delivering a business plan and employee engagement.; * The board has approved a retention scheme for its non-CEO executive KMP which is not directly tied to performance hurdles, which is inconsistent with good market practice.; * STI outcomes appear misaligned with company performance and shareholder returns as the maximum bonus opportunity was earned despite a continued decline in financial performance and minimal shareholder returns.; * The TSR hurdle comparator group appears to be overly narrow; and * No apparent minimum shareholding guidelines for directors and senior executives.

GWA Group Limited	GWA	Australia	29/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Urs Meyerhans	For	For	A vote FOR this resolution is warranted as the three-year performance period is at the minimum accepted and the TSR performance hurdles are appropriate, which if achieved reasonably align securityholder and executive interests. However, securityholders may have concerns with the following aspects of the LTI grants: "The relative TSR component does not contain a positive TSR gateway, allowing for rights to be earned despite negative shareholder returns;" "The relative TSR is determined against an overly narrow peer group of 20 companies; and" "The quantum of the CEO's LTI grant is much higher than the median of the ASX 226-250.
GWA Group Limited	GWA	Australia	29/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Richard Thornton	For	For	A vote FOR this resolution is warranted as the three-year performance period is at the minimum accepted and the TSR performance hurdles are appropriate, which if achieved reasonably align securityholder and executive interests. However, securityholders may have concerns with the following aspects of the LTI grants: "The relative TSR component does not contain a positive TSR gateway, allowing for rights to be earned despite negative shareholder returns;" "The relative TSR is determined against an overly narrow peer group of 20 companies; and" "The quantum of the CEO's LTI grant is much higher than the median of the ASX 226-250.
W.W. Grainger, Inc.	GWV	USA	27/04/2022	Elect Director	Elect Director Rodney C. Adkins	For	For	A vote FOR the director nominees is warranted.
W.W. Grainger, Inc.	GWV	USA	27/04/2022	Elect Director	Elect Director Susan Slavik Williams	For	For	A vote FOR the director nominees is warranted.
W.W. Grainger, Inc.	GWV	USA	27/04/2022	Elect Director	Elect Director Lucas E. Watson	For	For	A vote FOR the director nominees is warranted.
W.W. Grainger, Inc.	GWV	USA	27/04/2022	Elect Director	Elect Director Steven A. White	For	For	A vote FOR the director nominees is warranted.
W.W. Grainger, Inc.	GWV	USA	27/04/2022	Elect Director	Elect Director V. Ann Hailey	For	For	A vote FOR the director nominees is warranted.
W.W. Grainger, Inc.	GWV	USA	27/04/2022	Elect Director	Elect Director Katherine D. Jaspon	For	For	A vote FOR the director nominees is warranted.
W.W. Grainger, Inc.	GWV	USA	27/04/2022	Elect Director	Elect Director Stuart L. Levenick	For	For	A vote FOR the director nominees is warranted.
W.W. Grainger, Inc.	GWV	USA	27/04/2022	Elect Director	Elect Director D.G. Macpherson	For	For	A vote FOR the director nominees is warranted.
W.W. Grainger, Inc.	GWV	USA	27/04/2022	Elect Director	Elect Director Neil S. Novich	For	For	A vote FOR the director nominees is warranted.
W.W. Grainger, Inc.	GWV	USA	27/04/2022	Elect Director	Elect Director Beatriz R. Perez	For	For	A vote FOR the director nominees is warranted.
W.W. Grainger, Inc.	GWV	USA	27/04/2022	Elect Director	Elect Director Michael J. Roberts	For	For	A vote FOR the director nominees is warranted.
W.W. Grainger, Inc.	GWV	USA	27/04/2022	Elect Director	Elect Director E. Scott Santi	For	For	A vote FOR the director nominees is warranted.
W.W. Grainger, Inc.	GWV	USA	27/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
W.W. Grainger, Inc.	GWV	USA	27/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. The majority of CEO pay remains conditioned on objective financial performance metrics and CEO pay and company performance appear reasonably aligned at this time.
W.W. Grainger, Inc.	GWV	USA	27/04/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Galaxy Resources Limited	GXY	Australia	6/08/2021	Approve Scheme of Arrangement	Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by Orocobre Limited	For	For	A vote FOR the Scheme of Arrangement is warranted given: "Unanimous approval of the transaction by the board of directors;" "No superior offer for Galaxy has emerged since the Scheme was announced;" "The conclusion of the Independent Expert is that the Scheme is fair and reasonable to shareholders in the absence of a superior proposal.
Halliburton Company	HAL	USA	18/05/2022	Elect Director	Elect Director Abduljaziz F. Al Khayyal	For	For	A vote AGAINST compensation committee members Robert (Bob) Malone, William (Bill) Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.
Halliburton Company	HAL	USA	18/05/2022	Elect Director	Elect Director William E. Albrecht	Against	Against	A vote AGAINST compensation committee members Robert (Bob) Malone, William (Bill) Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.
Halliburton Company	HAL	USA	18/05/2022	Elect Director	Elect Director M. Katherine Banks	For	For	A vote AGAINST compensation committee members Robert (Bob) Malone, William (Bill) Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.
Halliburton Company	HAL	USA	18/05/2022	Elect Director	Elect Director Alan M. Bennett	For	For	A vote AGAINST compensation committee members Robert (Bob) Malone, William (Bill) Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.
Halliburton Company	HAL	USA	18/05/2022	Elect Director	Elect Director Milton Carroll	Against	Against	A vote AGAINST compensation committee members Robert (Bob) Malone, William (Bill) Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.
Halliburton Company	HAL	USA	18/05/2022	Elect Director	Elect Director Earl M. Cummings	For	For	A vote AGAINST compensation committee members Robert (Bob) Malone, William (Bill) Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.
Halliburton Company	HAL	USA	18/05/2022	Elect Director	Elect Director Murry S. Gerber	Against	Against	A vote AGAINST compensation committee members Robert (Bob) Malone, William (Bill) Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.
Halliburton Company	HAL	USA	18/05/2022	Elect Director	Elect Director Robert A. Malone	Against	Against	A vote AGAINST compensation committee members Robert (Bob) Malone, William (Bill) Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.
Halliburton Company	HAL	USA	18/05/2022	Elect Director	Elect Director Jeffrey A. Miller	For	For	A vote AGAINST compensation committee members Robert (Bob) Malone, William (Bill) Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.
Halliburton Company	HAL	USA	18/05/2022	Elect Director	Elect Director Bhavesh V. (Bob) Patel	For	For	A vote AGAINST compensation committee members Robert (Bob) Malone, William (Bill) Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.
Halliburton Company	HAL	USA	18/05/2022	Elect Director	Elect Director Tobl M. Edwards Young	For	For	A vote AGAINST compensation committee members Robert (Bob) Malone, William (Bill) Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.
Halliburton Company	HAL	USA	18/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Halliburton Company	HAL	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. Following last year's failed say-on-pay vote, the compensation committee has demonstrated only a limited degree of responsiveness to investor concerns. Further, for the year in review, ongoing concerns with respect to the long-term incentive program underscore a pay-for-performance misalignment. While acknowledging reporting challenges associated with the change in long-term incentive programs, the CEO's total target annual LTI award value has increased over the past two years without clear rationale, providing larger payout opportunities. The performance metrics also target merely median performance and have resulted in maximum payouts for several consecutive years, even resulting in maximum-level vesting when performance was negative in each of the last two cycles.
Hasbro, Inc.	HAS	USA	8/06/2022	Elect Director (Management)	Elect Director Kenneth A. Bronfin	For	For	At the current juncture, although there is a limited case for change, the downside risk of all three dissident nominees getting elected outweighs the upside of potentially strengthening the capital allocation expertise with one replacement. Given these considerations, withholding on the longest-tenured director would serve as a way for shareholders to signal their displeasure with the pace of refreshment and possibly add weight to the new voices on the board. As such, shareholders are recommended to WITHHOLD votes for incumbent director Edward Philip on the management card. Support FOR the remaining management nominees is warranted.
Hasbro, Inc.	HAS	USA	8/06/2022	Elect Director (Management)	Elect Director Laurel J. Richie	For	For	At the current juncture, although there is a limited case for change, the downside risk of all three dissident nominees getting elected outweighs the upside of potentially strengthening the capital allocation expertise with one replacement. Given these considerations, withholding on the longest-tenured director would serve as a way for shareholders to signal their displeasure with the pace of refreshment and possibly add weight to the new voices on the board. As such, shareholders are recommended to WITHHOLD votes for incumbent director Edward Philip on the management card. Support FOR the remaining management nominees is warranted.
Hasbro, Inc.	HAS	USA	8/06/2022	Elect Director (Management)	Elect Director Richard S. Stoddart	For	For	At the current juncture, although there is a limited case for change, the downside risk of all three dissident nominees getting elected outweighs the upside of potentially strengthening the capital allocation expertise with one replacement. Given these considerations, withholding on the longest-tenured director would serve as a way for shareholders to signal their displeasure with the pace of refreshment and possibly add weight to the new voices on the board. As such, shareholders are recommended to WITHHOLD votes for incumbent director Edward Philip on the management card. Support FOR the remaining management nominees is warranted.
Hasbro, Inc.	HAS	USA	8/06/2022	Elect Director (Management)	Elect Director Mary Beth West	For	For	At the current juncture, although there is a limited case for change, the downside risk of all three dissident nominees getting elected outweighs the upside of potentially strengthening the capital allocation expertise with one replacement. Given these considerations, withholding on the longest-tenured director would serve as a way for shareholders to signal their displeasure with the pace of refreshment and possibly add weight to the new voices on the board. As such, shareholders are recommended to WITHHOLD votes for incumbent director Edward Philip on the management card. Support FOR the remaining management nominees is warranted.
Hasbro, Inc.	HAS	USA	8/06/2022	Elect Director (Management)	Elect Director Linda Zecher Higgins	For	For	At the current juncture, although there is a limited case for change, the downside risk of all three dissident nominees getting elected outweighs the upside of potentially strengthening the capital allocation expertise with one replacement. Given these considerations, withholding on the longest-tenured director would serve as a way for shareholders to signal their displeasure with the pace of refreshment and possibly add weight to the new voices on the board. As such, shareholders are recommended to WITHHOLD votes for incumbent director Edward Philip on the management card. Support FOR the remaining management nominees is warranted.
Hasbro, Inc.	HAS	USA	8/06/2022	Elect Director (Management)	Elect Director Michael R. Burns	For	For	At the current juncture, although there is a limited case for change, the downside risk of all three dissident nominees getting elected outweighs the upside of potentially strengthening the capital allocation expertise with one replacement. Given these considerations, withholding on the longest-tenured director would serve as a way for shareholders to signal their displeasure with the pace of refreshment and possibly add weight to the new voices on the board. As such, shareholders are recommended to WITHHOLD votes for incumbent director Edward Philip on the management card. Support FOR the remaining management nominees is warranted.
Hasbro, Inc.	HAS	USA	8/06/2022	Elect Director (Management)	Elect Director Hope F. Cochran	For	For	At the current juncture, although there is a limited case for change, the downside risk of all three dissident nominees getting elected outweighs the upside of potentially strengthening the capital allocation expertise with one replacement. Given these considerations, withholding on the longest-tenured director would serve as a way for shareholders to signal their displeasure with the pace of refreshment and possibly add weight to the new voices on the board. As such, shareholders are recommended to WITHHOLD votes for incumbent director Edward Philip on the management card. Support FOR the remaining management nominees is warranted.

Hasbro, Inc.	HAS	USA	8/06/2022	Elect Director (Management)	Elect Director Christian P. Cocks	For	For	At the current juncture, although there is a limited case for change, the downside risk of all three dissident nominees getting elected outweighs the upside of potentially strengthening the capital allocation expertise with one replacement. Given these considerations, withholding on the longest-tenured director would serve as a way for shareholders to signal their displeasure with the pace of refreshment and possibly add weight to the new voices on the board. As such, shareholders are recommended to WITHHOLD votes for incumbent director Edward Philip on the management card. Support FOR the remaining management nominees is warranted.
Hasbro, Inc.	HAS	USA	8/06/2022	Elect Director (Management)	Elect Director Lisa Gersh	For	For	At the current juncture, although there is a limited case for change, the downside risk of all three dissident nominees getting elected outweighs the upside of potentially strengthening the capital allocation expertise with one replacement. Given these considerations, withholding on the longest-tenured director would serve as a way for shareholders to signal their displeasure with the pace of refreshment and possibly add weight to the new voices on the board. As such, shareholders are recommended to WITHHOLD votes for incumbent director Edward Philip on the management card. Support FOR the remaining management nominees is warranted.
Hasbro, Inc.	HAS	USA	8/06/2022	Elect Director (Management)	Elect Director Elizabeth Hamren	For	For	At the current juncture, although there is a limited case for change, the downside risk of all three dissident nominees getting elected outweighs the upside of potentially strengthening the capital allocation expertise with one replacement. Given these considerations, withholding on the longest-tenured director would serve as a way for shareholders to signal their displeasure with the pace of refreshment and possibly add weight to the new voices on the board. As such, shareholders are recommended to WITHHOLD votes for incumbent director Edward Philip on the management card. Support FOR the remaining management nominees is warranted.
Hasbro, Inc.	HAS	USA	8/06/2022	Elect Director (Management)	Elect Director Blake Jorgensen	For	For	At the current juncture, although there is a limited case for change, the downside risk of all three dissident nominees getting elected outweighs the upside of potentially strengthening the capital allocation expertise with one replacement. Given these considerations, withholding on the longest-tenured director would serve as a way for shareholders to signal their displeasure with the pace of refreshment and possibly add weight to the new voices on the board. As such, shareholders are recommended to WITHHOLD votes for incumbent director Edward Philip on the management card. Support FOR the remaining management nominees is warranted.
Hasbro, Inc.	HAS	USA	8/06/2022	Elect Director (Management)	Elect Director Tracy A. Leinbach	For	For	At the current juncture, although there is a limited case for change, the downside risk of all three dissident nominees getting elected outweighs the upside of potentially strengthening the capital allocation expertise with one replacement. Given these considerations, withholding on the longest-tenured director would serve as a way for shareholders to signal their displeasure with the pace of refreshment and possibly add weight to the new voices on the board. As such, shareholders are recommended to WITHHOLD votes for incumbent director Edward Philip on the management card. Support FOR the remaining management nominees is warranted.
Hasbro, Inc.	HAS	USA	8/06/2022	Elect Director (Management)	Elect Director Edward M. Philip	Withhold	Withhold	WITHHOLD votes for incumbent director Edward Philip.
Hasbro, Inc.	HAS	USA	8/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as CEO pay and company performance are reasonably aligned and no problematic pay practices are identified. Annual incentives are determined primarily based on objective financial performance, and the company has disclosed that it will return to granting equity awards 50 percent in performance shares for 2022.
Hasbro, Inc.	HAS	USA	8/06/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Huntington Bancshares Incorporated	HBAN	USA	20/04/2022	Elect Director	Elect Director Elizabeth Ardisana	For	For	A vote FOR the director nominees is warranted.
Huntington Bancshares Incorporated	HBAN	USA	20/04/2022	Elect Director	Elect Director Kenneth J. Phelan	For	For	A vote FOR the director nominees is warranted.
Huntington Bancshares Incorporated	HBAN	USA	20/04/2022	Elect Director	Elect Director David L. Porteous	For	For	A vote FOR the director nominees is warranted.
Huntington Bancshares Incorporated	HBAN	USA	20/04/2022	Elect Director	Elect Director Roger J. Sit	For	For	A vote FOR the director nominees is warranted.
Huntington Bancshares Incorporated	HBAN	USA	20/04/2022	Elect Director	Elect Director Stephen D. Steinhour	For	For	A vote FOR the director nominees is warranted.
Huntington Bancshares Incorporated	HBAN	USA	20/04/2022	Elect Director	Elect Director Jeffrey L. Tate	For	For	A vote FOR the director nominees is warranted.
Huntington Bancshares Incorporated	HBAN	USA	20/04/2022	Elect Director	Elect Director Gary Torgow	For	For	A vote FOR the director nominees is warranted.
Huntington Bancshares Incorporated	HBAN	USA	20/04/2022	Elect Director	Elect Director Alanna Y. Cotton	For	For	A vote FOR the director nominees is warranted.
Huntington Bancshares Incorporated	HBAN	USA	20/04/2022	Elect Director	Elect Director Ann B. (Tanny) Crane	For	For	A vote FOR the director nominees is warranted.
Huntington Bancshares Incorporated	HBAN	USA	20/04/2022	Elect Director	Elect Director Robert S. Cubbin	For	For	A vote FOR the director nominees is warranted.
Huntington Bancshares Incorporated	HBAN	USA	20/04/2022	Elect Director	Elect Director Gina D. France	For	For	A vote FOR the director nominees is warranted.
Huntington Bancshares Incorporated	HBAN	USA	20/04/2022	Elect Director	Elect Director J. Michael Hochschwender	For	For	A vote FOR the director nominees is warranted.
Huntington Bancshares Incorporated	HBAN	USA	20/04/2022	Elect Director	Elect Director Richard H. King	For	For	A vote FOR the director nominees is warranted.
Huntington Bancshares Incorporated	HBAN	USA	20/04/2022	Elect Director	Elect Director Katherine M. A. (Allie) Kline	For	For	A vote FOR the director nominees is warranted.
Huntington Bancshares Incorporated	HBAN	USA	20/04/2022	Elect Director	Elect Director Richard W. Neu	For	For	A vote FOR the director nominees is warranted.
Huntington Bancshares Incorporated	HBAN	USA	20/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. There is some concern regarding the magnitude and design of sizable awards provided to two NEOs in connection with a recent merger. However, the awards appear to be one-time in nature, and were granted in connection with an extraordinary transaction. In addition, the annual and long-term programs are predominantly based on objective, clearly-disclosed goals, and pay and performance are reasonably aligned for the year in review.
Huntington Bancshares Incorporated	HBAN	USA	20/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
HCA Healthcare, Inc.	HCA	USA	21/04/2022	Elect Director	Elect Director Thomas F. Frist, III	For	For	A vote FOR the director nominees is warranted.
HCA Healthcare, Inc.	HCA	USA	21/04/2022	Elect Director	Elect Director Samuel N. Hazen	For	For	A vote FOR the director nominees is warranted.
HCA Healthcare, Inc.	HCA	USA	21/04/2022	Elect Director	Elect Director Meg G. Crofton	For	For	A vote FOR the director nominees is warranted.
HCA Healthcare, Inc.	HCA	USA	21/04/2022	Elect Director	Elect Director Robert J. Dennis	For	For	A vote FOR the director nominees is warranted.
HCA Healthcare, Inc.	HCA	USA	21/04/2022	Elect Director	Elect Director Nancy-Ann DeParle	For	For	A vote FOR the director nominees is warranted.
HCA Healthcare, Inc.	HCA	USA	21/04/2022	Elect Director	Elect Director William R. Frist	For	For	A vote FOR the director nominees is warranted.
HCA Healthcare, Inc.	HCA	USA	21/04/2022	Elect Director	Elect Director Charles O. Holliday, Jr.	For	For	A vote FOR the director nominees is warranted.
HCA Healthcare, Inc.	HCA	USA	21/04/2022	Elect Director	Elect Director Hugh F. Johnston	For	For	A vote FOR the director nominees is warranted.
HCA Healthcare, Inc.	HCA	USA	21/04/2022	Elect Director	Elect Director Michael W. Michelson	For	For	A vote FOR the director nominees is warranted.
HCA Healthcare, Inc.	HCA	USA	21/04/2022	Elect Director	Elect Director Wayne J. Riley	For	For	A vote FOR the director nominees is warranted.
HCA Healthcare, Inc.	HCA	USA	21/04/2022	Elect Director	Elect Director Andrea B. Smith	For	For	A vote FOR the director nominees is warranted.
HCA Healthcare, Inc.	HCA	USA	21/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
HCA Healthcare, Inc.	HCA	USA	21/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay is reasonably aligned with company performance at this time. While investors would benefit from advance disclosure of forward-looking PSU performance targets, annual incentives are based on objective financial and quality measures and LTI awards are targeted to be evenly split between time-based and performance-based awards.
HCA Healthcare, Inc.	HCA	USA	21/04/2022	Political Contributions Disclosure	Report on Political Contributions	For	For	A vote FOR this resolution is warranted, as increased disclosure of the company's direct political contributions and indirect political contributions through all trade associations and other tax-exempt organizations, as well as its management- and board-level oversight of political spending, could help shareholders more comprehensively evaluate the company's management of related risks and benefits.
HCA Healthcare, Inc.	HCA	USA	21/04/2022	Political Lobbying Disclosure	Report on Lobbying Payments and Policy	For	For	A vote FOR this resolution is warranted, as additional information on the company's lobbying expenses and trade association memberships, payments, and oversight mechanisms would give shareholders a better understanding of the company's management of its lobbying activities and any related risks and benefits.
The Home Depot, Inc.	HD	USA	19/05/2022	Racial Equity and/or Civil Rights Audit	Oversee and Report a Racial Equity Audit	For	For	A vote FOR this resolution is warranted, as a report on an independent racial equity audit would help shareholders better assess the effectiveness of Home Depot's efforts to address the adverse impacts of its policies and practices on non-white stakeholders and communities of color and its management of related risks.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director Gerard J. Arpey	For	For	A vote FOR the director nominees is warranted.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director Art Bousabib	For	For	A vote FOR the director nominees is warranted.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director Jeffrey H. Boyd	For	For	A vote FOR the director nominees is warranted.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director Gregory D. Brenneman	For	For	A vote FOR the director nominees is warranted.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director J. Frank Brown	For	For	A vote FOR the director nominees is warranted.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director Albert P. Carey	For	For	A vote FOR the director nominees is warranted.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director Edward P. Decker	For	For	A vote FOR the director nominees is warranted.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director Linda R. Gooden	For	For	A vote FOR the director nominees is warranted.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director Wayne M. Hewett	For	For	A vote FOR the director nominees is warranted.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director Manuel Kadre	For	For	A vote FOR the director nominees is warranted.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director Stephanie C. Linnartz	For	For	A vote FOR the director nominees is warranted.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director Craig A. Menear	For	For	A vote FOR the director nominees is warranted.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director Paula Santilli	For	For	A vote FOR the director nominees is warranted.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director Caryn Seidman-Becker	For	For	A vote FOR the director nominees is warranted.
The Home Depot, Inc.	HD	USA	19/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.

The Home Depot, Inc.	HD	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time and the majority of pay is conditioned on objective financial performance metrics.
The Home Depot, Inc.	HD	USA	19/05/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
The Home Depot, Inc.	HD	USA	19/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.
The Home Depot, Inc.	HD	USA	19/05/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
The Home Depot, Inc.	HD	USA	19/05/2022	Political Contributions Disclosure	Report on Congruency of Political Spending with Company Values and Priorities	For	For	A vote FOR this proposal is warranted, as the requested report would allow shareholders to better evaluate how well the company is assessing and mitigating risks related to its political communication expenditures.
The Home Depot, Inc.	HD	USA	19/05/2022	Board Diversity	Report on Steps to Improve Gender and Racial Equity on the Board	For	For	A vote FOR this resolution is warranted, as additional diversity-related disclosure would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.
The Home Depot, Inc.	HD	USA	19/05/2022	Community - Environment Impact	Report on Efforts to Eliminate Deforestation in Supply Chain	For	For	A vote FOR this resolution is warranted, as shareholders would benefit from additional information on the company's strategy to manage its supply chain's impact on deforestation.
Hess Corporation	HES	USA	26/05/2022	Elect Director	Elect Director Terrence J. Checki	For	For	A vote FOR the director nominees is warranted.
Hess Corporation	HES	USA	26/05/2022	Elect Director	Elect Director Leonard S. Coleman, Jr.	For	For	A vote FOR the director nominees is warranted.
Hess Corporation	HES	USA	26/05/2022	Elect Director	Elect Director Lisa Glatch	For	For	A vote FOR the director nominees is warranted.
Hess Corporation	HES	USA	26/05/2022	Elect Director	Elect Director John B. Hess	For	For	A vote FOR the director nominees is warranted.
Hess Corporation	HES	USA	26/05/2022	Elect Director	Elect Director Edith E. Holiday	For	For	A vote FOR the director nominees is warranted.
Hess Corporation	HES	USA	26/05/2022	Elect Director	Elect Director Marc S. Lipschultz	For	For	A vote FOR the director nominees is warranted.
Hess Corporation	HES	USA	26/05/2022	Elect Director	Elect Director Raymond J. McGuire	For	For	A vote FOR the director nominees is warranted.
Hess Corporation	HES	USA	26/05/2022	Elect Director	Elect Director David McManus	For	For	A vote FOR the director nominees is warranted.
Hess Corporation	HES	USA	26/05/2022	Elect Director	Elect Director Kevin O. Meyers	For	For	A vote FOR the director nominees is warranted.
Hess Corporation	HES	USA	26/05/2022	Elect Director	Elect Director Karyn F. Ovelman	For	For	A vote FOR the director nominees is warranted.
Hess Corporation	HES	USA	26/05/2022	Elect Director	Elect Director James H. Outgley	For	For	A vote FOR the director nominees is warranted.
Hess Corporation	HES	USA	26/05/2022	Elect Director	Elect Director William G. Schrader	For	For	A vote FOR the director nominees is warranted.
Hess Corporation	HES	USA	26/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay is conditioned on objective performance metrics.
Hess Corporation	HES	USA	26/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	Elect Director	Elect Director Larry D. De Shon	For	For	A vote FOR the director nominees is warranted.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	Elect Director	Elect Director Carlos Dominguez	For	For	A vote FOR the director nominees is warranted.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	Elect Director	Elect Director Trevor Fetter	For	For	A vote FOR the director nominees is warranted.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	Elect Director	Elect Director Donna James	For	For	A vote FOR the director nominees is warranted.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	Elect Director	Elect Director Kathryn A. Mikells	For	For	A vote FOR the director nominees is warranted.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	Elect Director	Elect Director Teresa W. Roseborough	For	For	A vote FOR the director nominees is warranted.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	Elect Director	Elect Director Virginia P. Ruesterholz	For	For	A vote FOR the director nominees is warranted.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	Elect Director	Elect Director Christopher J. Swift	For	For	A vote FOR the director nominees is warranted.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	Elect Director	Elect Director Matthew E. Winter	For	For	A vote FOR the director nominees is warranted.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	Elect Director	Elect Director Greig Woodring	For	For	A vote FOR the director nominees is warranted.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Although the annual incentive program is funded formulaically, the committee retains a significant degree of discretion to adjust payouts, which raises some concern. However, as in recent years, no upward discretion was applied to NEOs' awards, and actual payouts were determined based on the formulaic funding percentage. In addition, pay and performance are reasonably aligned for the year in review and the increase in CEO pay is directionally aligned with generally improved financial and share price performance. Further, the company targets half of long-term incentives as performance-based equity with clearly disclosed multi-year goals and the relative TSR metric targets outperformance. Continued monitoring of STI payout determinations is nevertheless warranted, given the degree in which discretionary determinations may affect payouts.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	Advisory Vote on Say on Pay Frequency	Advisory Vote on Say on Pay Frequency	One Year	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	GHG Emissions	Adopt Policies to Ensure Underwriting Practices Do Not Support New Fossil Fuel Supplies	Against	Against	A vote AGAINST this proposal is warranted, due to the company's current commitments to a low-carbon economy and because ceasing underwriting new fossil fuel development does not appear to be a standard industry practice in the U.S. at this time.
Huntington Ingalls Industries, Inc.	HI	USA	3/05/2022	Elect Director	Elect Director Philip M. Biden	For	For	A vote FOR the director nominees is warranted.
Huntington Ingalls Industries, Inc.	HI	USA	3/05/2022	Elect Director	Elect Director C. Michael Petters	For	For	A vote FOR the director nominees is warranted.
Huntington Ingalls Industries, Inc.	HI	USA	3/05/2022	Elect Director	Elect Director Thomas C. Schiewelbein	For	For	A vote FOR the director nominees is warranted.
Huntington Ingalls Industries, Inc.	HI	USA	3/05/2022	Elect Director	Elect Director John K. Welch	For	For	A vote FOR the director nominees is warranted.
Huntington Ingalls Industries, Inc.	HI	USA	3/05/2022	Elect Director	Elect Director Stephen R. Wilson	For	For	A vote FOR the director nominees is warranted.
Huntington Ingalls Industries, Inc.	HI	USA	3/05/2022	Elect Director	Elect Director Augustus L. Collins	For	For	A vote FOR the director nominees is warranted.
Huntington Ingalls Industries, Inc.	HI	USA	3/05/2022	Elect Director	Elect Director Kirkland H. Donald	For	For	A vote FOR the director nominees is warranted.
Huntington Ingalls Industries, Inc.	HI	USA	3/05/2022	Elect Director	Elect Director Victoria D. Harker	For	For	A vote FOR the director nominees is warranted.
Huntington Ingalls Industries, Inc.	HI	USA	3/05/2022	Elect Director	Elect Director Frank R. Jimenez	For	For	A vote FOR the director nominees is warranted.
Huntington Ingalls Industries, Inc.	HI	USA	3/05/2022	Elect Director	Elect Director Christopher D. Kastner	For	For	A vote FOR the director nominees is warranted.
Huntington Ingalls Industries, Inc.	HI	USA	3/05/2022	Elect Director	Elect Director Anastasia D. Kelly	For	For	A vote FOR the director nominees is warranted.
Huntington Ingalls Industries, Inc.	HI	USA	3/05/2022	Elect Director	Elect Director Tracy B. McKibben	For	For	A vote FOR the director nominees is warranted.
Huntington Ingalls Industries, Inc.	HI	USA	3/05/2022	Elect Director	Elect Director Stephanie L. O'Sullivan	For	For	A vote FOR the director nominees is warranted.
Huntington Ingalls Industries, Inc.	HI	USA	3/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although certain concerns are noted with regards to the long-term incentive plan, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.
Huntington Ingalls Industries, Inc.	HI	USA	3/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Huntington Ingalls Industries, Inc.	HI	USA	3/05/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Huntington Ingalls Industries, Inc.	HI	USA	3/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.
Hikma Pharmaceuticals Plc	HIK	United Kingdom	25/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Hikma Pharmaceuticals Plc	HIK	United Kingdom	25/04/2022	Elect Director	Re-elect John Castellani as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Patrick (Pat) Butler are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Hikma Pharmaceuticals Plc	HIK	United Kingdom	25/04/2022	Elect Director	Re-elect Nina Henderson as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Patrick (Pat) Butler are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Hikma Pharmaceuticals Plc	HIK	United Kingdom	25/04/2022	Elect Director	Re-elect Cynthia Flowers as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Patrick (Pat) Butler are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Hikma Pharmaceuticals Plc	HIK	United Kingdom	25/04/2022	Elect Director	Re-elect Douglas Hurt as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Patrick (Pat) Butler are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Hikma Pharmaceuticals Plc	HIK	United Kingdom	25/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted, although it is not without concern for shareholders: * Disclosure around the non-financial elements of the CEO and Vice Chair's EIP award remains relatively opaque and, given the structure of the EIP, drives a significant level of reward. * The pension contribution to the CEO is not aligned to the workforce rate. The main reasons for support are: * Pay outcomes appear to be broadly in line with performance during FY2021; * The reduction in weightage assigned to such strategic objectives, over the previous years, is acknowledged.
Hikma Pharmaceuticals Plc	HIK	United Kingdom	25/04/2022	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Approve the Conversion of the Merger Reserve to a Distributable Reserve	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Hikma Pharmaceuticals Plc	HIK	United Kingdom	25/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Hikma Pharmaceuticals Plc	HIK	United Kingdom	25/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Hikma Pharmaceuticals Plc	HIK	United Kingdom	25/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Hikma Pharmaceuticals Plc	HIK	United Kingdom	25/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Hikma Pharmaceuticals Plc	HIK	United Kingdom	25/04/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.

Hikma Pharmaceuticals Plc	HIK	United Kingdom	25/04/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Hikma Pharmaceuticals Plc	HIK	United Kingdom	25/04/2022	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Hikma Pharmaceuticals Plc	HIK	United Kingdom	25/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Hikma Pharmaceuticals Plc	HIK	United Kingdom	25/04/2022	Elect Director	Re-elect Said Darwazah as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Patrick (Pat) Butler are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Hikma Pharmaceuticals Plc	HIK	United Kingdom	25/04/2022	Elect Director	Re-elect Signi Olafsson as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Patrick (Pat) Butler are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Hikma Pharmaceuticals Plc	HIK	United Kingdom	25/04/2022	Elect Director	Re-elect Mazen Darwazah as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Patrick (Pat) Butler are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Hikma Pharmaceuticals Plc	HIK	United Kingdom	25/04/2022	Elect Director	Re-elect Patrick Butler as Director	Against	Against	Votes AGAINST incumbent Nominating Committee chair Patrick (Pat) Butler are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Hikma Pharmaceuticals Plc	HIK	United Kingdom	25/04/2022	Elect Director	Re-elect Ali Al-Husry as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Patrick (Pat) Butler are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Hikma Pharmaceuticals Plc	HIK	United Kingdom	25/04/2022	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Approve the Conversion of the Merger Reserve to a Distributable Reserve	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Hargreaves Lansdown Plc	HL	United Kingdom	15/10/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Hargreaves Lansdown Plc	HL	United Kingdom	15/10/2021	Elect Director	Re-elect Roger Perkin as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Hargreaves Lansdown Plc	HL	United Kingdom	15/10/2021	Elect Director	Re-elect John Troiano as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Hargreaves Lansdown Plc	HL	United Kingdom	15/10/2021	Elect Director	Re-elect Andrea Blance as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Hargreaves Lansdown Plc	HL	United Kingdom	15/10/2021	Elect Director	Re-elect Moni Mannings as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Hargreaves Lansdown Plc	HL	United Kingdom	15/10/2021	Elect Director	Elect Adrian Collins as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Hargreaves Lansdown Plc	HL	United Kingdom	15/10/2021	Elect Director	Elect Penny James as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Hargreaves Lansdown Plc	HL	United Kingdom	15/10/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Hargreaves Lansdown Plc	HL	United Kingdom	15/10/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Hargreaves Lansdown Plc	HL	United Kingdom	15/10/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Hargreaves Lansdown Plc	HL	United Kingdom	15/10/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Hargreaves Lansdown Plc	HL	United Kingdom	15/10/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Hargreaves Lansdown Plc	HL	United Kingdom	15/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted although it is not without concern for shareholders. The CEO and CFO both received significant above-inflationary increases to their base salaries for FY2021/22, with a further increase for the CEO planned for FY2022/23. The salary increase, considered together with the increased bonus opportunity approved at the 2020 AGM (which the annual report states "will increase to 400% by the 2022/23 performance year") would materially increase total pay. Bonuses paid out at near maximum levels for FY2020/21, however, the Remuneration Committee has not provided clarity regarding the reasons for the lower net new business and PBT targets during the year. The main reason for support is: "No material disconnect between pay and performance has been identified for the year under review." The total remuneration opportunity is not considered to be out of line with market peers. No further overriding concerns have been identified.
Hargreaves Lansdown Plc	HL	United Kingdom	15/10/2021	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Hargreaves Lansdown Plc	HL	United Kingdom	15/10/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Hargreaves Lansdown Plc	HL	United Kingdom	15/10/2021	Elect Director	Re-elect Daanna Oppenheimer as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Hargreaves Lansdown Plc	HL	United Kingdom	15/10/2021	Elect Director	Re-elect Christopher Hill as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Hargreaves Lansdown Plc	HL	United Kingdom	15/10/2021	Elect Director	Re-elect Philip Johnson as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Hargreaves Lansdown Plc	HL	United Kingdom	15/10/2021	Elect Director	Re-elect Dan Olley as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Halma Plc	HLMA	United Kingdom	22/07/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Halma Plc	HLMA	United Kingdom	22/07/2021	Elect Director	Re-elect Marc Ronchetti as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Halma Plc	HLMA	United Kingdom	22/07/2021	Elect Director	Re-elect Roy Twite as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Halma Plc	HLMA	United Kingdom	22/07/2021	Elect Director	Re-elect Jennifer Ward as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Halma Plc	HLMA	United Kingdom	22/07/2021	Elect Director	Re-elect Andrew Williams as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Halma Plc	HLMA	United Kingdom	22/07/2021	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Halma Plc	HLMA	United Kingdom	22/07/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Halma Plc	HLMA	United Kingdom	22/07/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Halma Plc	HLMA	United Kingdom	22/07/2021	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Halma Plc	HLMA	United Kingdom	22/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Halma Plc	HLMA	United Kingdom	22/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Halma Plc	HLMA	United Kingdom	22/07/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Halma Plc	HLMA	United Kingdom	22/07/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Halma Plc	HLMA	United Kingdom	22/07/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Halma Plc	HLMA	United Kingdom	22/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is considered warranted, but is not without concerns for shareholders. The Company proposes consecutive salary increases of 16% in FY2021 and FY2022, the latter being subject to continued performance. Together with the variable pay increases proposed under the new policy (Item 4), these changes imply a significant uplift to the Executive Directors' total remuneration package. The main reasons for support are: Following the increases, salary levels will not be excessive relative to the Company's standing in the FTSE, assuming sustained performance; and Concern regarding the total quantum of pay may be more effectively targeted at Item 4, the binding vote on the remuneration policy, which will facilitate significant increases to variable pay.
Halma Plc	HLMA	United Kingdom	22/07/2021	Approve Remuneration Policy	Approve Remuneration Policy	Against	Against	A vote AGAINST this resolution is considered warranted. The maximum limits of the variable pay package are being significantly increased for all Executive Directors. In particular, it is highlighted that the CEO's annual bonus opportunity will increase from 150% to 200% of salary, and the LTIP from 200% to 300% of salary. Together with the salary increases covered under Item 3, this represents a material uplift to the total remuneration package.
Halma Plc	HLMA	United Kingdom	22/07/2021	Elect Director	Elect Dame Louise Makin as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Halma Plc	HLMA	United Kingdom	22/07/2021	Elect Director	Elect Dharmash Mistry as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Halma Plc	HLMA	United Kingdom	22/07/2021	Elect Director	Re-elect Carole Cran as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Halma Plc	HLMA	United Kingdom	22/07/2021	Elect Director	Re-elect Jo Harlow as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Halma Plc	HLMA	United Kingdom	22/07/2021	Elect Director	Re-elect Tony Rice as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Healius Limited	HLS	Australia	21/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted due to the following: There is low level of concern identified in the Sustainability Advisory Services quantitative pay for performance analysis given pay performance and shareholder outcomes are aligned for the period under review; STI bonuses paid to the CEO and other KMP were substantial in FY21, which is aligned with improved financial performance and strong shareholder returns during the year. In FY21, the company posted a record \$266.5 million in underlying EBIT, surpassing the target opportunity (\$178.6 million) and stretch opportunity (\$214.3 million), the primary basis for the CEO's bonus payout; and There is improved disclosure on the EBIT targets in the STI with threshold set above last year's actual results, which allows shareholders to assess the rigor of the EBIT target and results. However, shareholders will seek a continued improvement in disclosure of specific and quantified performance measures.
Healius Limited	HLS	Australia	21/10/2021	Elect Director	Elect Gordon Davis as Director	For	For	A vote FOR the election/re-election of independent directors Gordon Davis (Item 3), Sally Evans (Item 4), Jennifer Macdonald (Item 5) and Kathryn McKenzie (Item 6) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
Healius Limited	HLS	Australia	21/10/2021	Elect Director	Elect Sally Evans as Director	For	For	A vote FOR the election/re-election of independent directors Gordon Davis (Item 3), Sally Evans (Item 4), Jennifer Macdonald (Item 5) and Kathryn McKenzie (Item 6) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
Healius Limited	HLS	Australia	21/10/2021	Elect Director	Elect Jenny Macdonald as Director	For	For	A vote FOR the election/re-election of independent directors Gordon Davis (Item 3), Sally Evans (Item 4), Jennifer Macdonald (Item 5) and Kathryn McKenzie (Item 6) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
Healius Limited	HLS	Australia	21/10/2021	Elect Director	Elect Kate McKenzie as Director	For	For	A vote FOR the election/re-election of independent directors Gordon Davis (Item 3), Sally Evans (Item 4), Jennifer Macdonald (Item 5) and Kathryn McKenzie (Item 6) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
Healius Limited	HLS	Australia	21/10/2021	Approve Share Plan Grant	Approve Issuance of Securities to Malcolm Parmenter	For	For	A vote FOR this proposal is warranted because: The service rights represent the deferral of one-third of the FY22 STI, as determined under the STI performance metrics; and The terms and conditions of the STI deferral under the framework of the STI plan appear appropriately aligned to securityholder outcomes and are generally consistent with market practice.

Healius Limited	HLS	Australia	21/10/2021	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Grant of Share Rights to Non-Executive Directors	For	For	A vote FOR the potential issue of share rights to all current non-executive directors under the Non-Executive Director Share Plan (Item 8) is warranted because as it represents an alignment of the interests of non-executive directors with the interests of shareholders and there is no increase in remuneration of the non-executive directors.
Hilton Worldwide Holdings Inc.	HLT	USA	20/05/2022	Elect Director	Elect Director Christopher J. Nassetta	For	For	A vote FOR the director nominees is warranted.
Hilton Worldwide Holdings Inc.	HLT	USA	20/05/2022	Elect Director	Elect Director Jonathan D. Gray	For	For	A vote FOR the director nominees is warranted.
Hilton Worldwide Holdings Inc.	HLT	USA	20/05/2022	Elect Director	Elect Director Charlene T. Begley	For	For	A vote FOR the director nominees is warranted.
Hilton Worldwide Holdings Inc.	HLT	USA	20/05/2022	Elect Director	Elect Director Chris Carr	For	For	A vote FOR the director nominees is warranted.
Hilton Worldwide Holdings Inc.	HLT	USA	20/05/2022	Elect Director	Elect Director Melanie L. Healey	For	For	A vote FOR the director nominees is warranted.
Hilton Worldwide Holdings Inc.	HLT	USA	20/05/2022	Elect Director	Elect Director Raymond E. Mabius, Jr.	For	For	A vote FOR the director nominees is warranted.
Hilton Worldwide Holdings Inc.	HLT	USA	20/05/2022	Elect Director	Elect Director Judith A. McHale	For	For	A vote FOR the director nominees is warranted.
Hilton Worldwide Holdings Inc.	HLT	USA	20/05/2022	Elect Director	Elect Director Elizabeth A. Smith	For	For	A vote FOR the director nominees is warranted.
Hilton Worldwide Holdings Inc.	HLT	USA	20/05/2022	Elect Director	Elect Director Douglas M. Steenland	For	For	A vote FOR the director nominees is warranted.
Hilton Worldwide Holdings Inc.	HLT	USA	20/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Hilton Worldwide Holdings Inc.	HLT	USA	20/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. The company engaged with shareholders and disclosed their feedback in the proxy statement after receiving relatively low support for the prior year's say-on-pay proposal, and made meaningful changes to its compensation programs and practices to address investors' concerns. In addition, CEO pay and company performance are reasonably aligned for the year in review, and no problematic practices are identified. However, concerns are noted regarding the level of disclosure under the annual incentive program, which warrants continued monitoring.
Helix Energy Solutions Group, Inc.	HLX	USA	18/05/2022	Elect Director	Elect Director T. Mitch Little	For	For	WITHHOLD votes are warranted for incumbent Nominating Committee member Jan Rask for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Helix Energy Solutions Group, Inc.	HLX	USA	18/05/2022	Elect Director	Elect Director John V. Lovoi	For	For	WITHHOLD votes are warranted for incumbent Nominating Committee member Jan Rask for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Helix Energy Solutions Group, Inc.	HLX	USA	18/05/2022	Elect Director	Elect Director Jan Rask	Withhold	Withhold	WITHHOLD votes are warranted for incumbent Nominating Committee member Jan Rask for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Helix Energy Solutions Group, Inc.	HLX	USA	18/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Helix Energy Solutions Group, Inc.	HLX	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Thales SA	HO	France	11/05/2022	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated Financial Statements and Statutory Reports	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Thales SA	HO	France	11/05/2022	Elect Director	Reelect Patrice Caine as Director	Against	Against	* Votes FOR the election and reelection of these independent nominees are warranted in the absence of specific concerns (Items 5 and 25). * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board and committees level (25.0 percent vs 33.3 percent recommended) (Items 6 to 9). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Patrice Caine (Item 10) is warranted.
Thales SA	HO	France	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Patrice Caine, Chairman and CEO	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Thales SA	HO	France	11/05/2022	Remuneration-Related	Approve Compensation Report of Corporate Officers	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Thales SA	HO	France	11/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Chairman and CEO	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Thales SA	HO	France	11/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Directors	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Thales SA	HO	France	11/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	Such share buyback programs merit a vote FOR.
Thales SA	HO	France	11/05/2022	Approve Restricted Stock Plan	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	A vote FOR is warranted but is not without concerns as: * No information is available on the existence of performance conditions. * The vesting period is not sufficiently long-term oriented. * The performance period is not disclosed. Main reason for support is: * Only employees are entitled to the benefit of this plan.
Thales SA	HO	France	11/05/2022	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 159 Million	Against	Against	* Votes AGAINST Items 17 to 21 are warranted as the possibility of use during a takeover period is not excluded. * Vote FOR item 22 is warranted as such global limit is favorable to shareholders.
Thales SA	HO	France	11/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to Aggregate Nominal Amount of EUR 60 Million	Against	Against	* Votes AGAINST Items 17 to 21 are warranted as the possibility of use during a takeover period is not excluded. * Vote FOR item 22 is warranted as such global limit is favorable to shareholders.
Thales SA	HO	France	11/05/2022	Approve Issuance of Shares for a Private Placement	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60 Million	Against	Against	* Votes AGAINST Items 17 to 21 are warranted as the possibility of use during a takeover period is not excluded. * Vote FOR item 22 is warranted as such global limit is favorable to shareholders.
Thales SA	HO	France	11/05/2022	Accept Financial Statements and Statutory Reports	Approve Financial Statements and Statutory Reports	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Thales SA	HO	France	11/05/2022	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against	Against	* Votes AGAINST Items 17 to 21 are warranted as the possibility of use during a takeover period is not excluded. * Vote FOR item 22 is warranted as such global limit is favorable to shareholders.
Thales SA	HO	France	11/05/2022	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against	Against	* Votes AGAINST Items 17 to 21 are warranted as the possibility of use during a takeover period is not excluded. * Vote FOR item 22 is warranted as such global limit is favorable to shareholders.
Thales SA	HO	France	11/05/2022	Set Global Limit for Capital Increase to Result From All Issuance Requests	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-21 at EUR 180 Million	For	For	* Votes AGAINST Items 17 to 21 are warranted as the possibility of use during a takeover period is not excluded. * Vote FOR item 22 is warranted as such global limit is favorable to shareholders.
Thales SA	HO	France	11/05/2022	Approve Qualified Employee Stock Purchase Plan	Approve Capital Issuances for Use in Employee Stock Purchase Plans	For	For	A vote FOR is warranted in the absence of specific concerns.
Thales SA	HO	France	11/05/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Filing of Required Documents/Other Formalities	For	For	A vote FOR this routine item is warranted.
Thales SA	HO	France	11/05/2022	Elect Director	Reelect Ann Taylor as Director	For	For	* Votes FOR the election and reelection of these independent nominees are warranted in the absence of specific concerns (Items 5 and 25). * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board and committees level (25.0 percent vs 33.3 percent recommended) (Items 6 to 9). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Patrice Caine (Item 10) is warranted.
Thales SA	HO	France	11/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 2.56 per Share	For	For	A vote FOR is warranted in the absence of specific concerns.
Thales SA	HO	France	11/05/2022	Approve Transaction with a Related Party	Approve Transaction with a Dassault Systemes SE	For	For	A vote FOR is warranted in the absence of specific concerns.
Thales SA	HO	France	11/05/2022	Elect Director	Reelect Anne Claire Taittinger as Director	For	For	* Votes FOR the election and reelection of these independent nominees are warranted in the absence of specific concerns (Items 5 and 25). * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board and committees level (25.0 percent vs 33.3 percent recommended) (Items 6 to 9). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Patrice Caine (Item 10) is warranted.
Thales SA	HO	France	11/05/2022	Elect Director	Reelect Charles Edelstenne as Director	Against	Against	* Votes FOR the election and reelection of these independent nominees are warranted in the absence of specific concerns (Items 5 and 25). * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board and committees level (25.0 percent vs 33.3 percent recommended) (Items 6 to 9). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Patrice Caine (Item 10) is warranted.
Thales SA	HO	France	11/05/2022	Elect Director	Reelect Eric Trappier as Director	Against	Against	* Votes FOR the election and reelection of these independent nominees are warranted in the absence of specific concerns (Items 5 and 25). * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board and committees level (25.0 percent vs 33.3 percent recommended) (Items 6 to 9). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Patrice Caine (Item 10) is warranted.
Thales SA	HO	France	11/05/2022	Elect Director	Reelect Loik Segalen as Director	Against	Against	* Votes FOR the election and reelection of these independent nominees are warranted in the absence of specific concerns (Items 5 and 25). * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board and committees level (25.0 percent vs 33.3 percent recommended) (Items 6 to 9). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Patrice Caine (Item 10) is warranted.
Thales SA	HO	France	11/05/2022	Elect Director	Reelect Marie-Francoise Walbaum as Director	Against	Against	* Votes FOR the election and reelection of these independent nominees are warranted in the absence of specific concerns (Items 5 and 25). * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board and committees level (25.0 percent vs 33.3 percent recommended) (Items 6 to 9). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Patrice Caine (Item 10) is warranted.
Hologic, Inc.	HOLX	USA	10/03/2022	Elect Director	Elect Director Stephen P. MacMillan	For	For	A vote FOR the director nominees is warranted.
Hologic, Inc.	HOLX	USA	10/03/2022	Elect Director	Elect Director Sally W. Crawford	For	For	A vote FOR the director nominees is warranted.
Hologic, Inc.	HOLX	USA	10/03/2022	Elect Director	Elect Director Charles J. Dockendorff	For	For	A vote FOR the director nominees is warranted.
Hologic, Inc.	HOLX	USA	10/03/2022	Elect Director	Elect Director Scott T. Garrett	For	For	A vote FOR the director nominees is warranted.
Hologic, Inc.	HOLX	USA	10/03/2022	Elect Director	Elect Director Ludwig N. Hansson	For	For	A vote FOR the director nominees is warranted.
Hologic, Inc.	HOLX	USA	10/03/2022	Elect Director	Elect Director Namal Nawana	For	For	A vote FOR the director nominees is warranted.
Hologic, Inc.	HOLX	USA	10/03/2022	Elect Director	Elect Director Christiana Starnoulis	For	For	A vote FOR the director nominees is warranted.
Hologic, Inc.	HOLX	USA	10/03/2022	Elect Director	Elect Director Amy M. Wendell	For	For	A vote FOR the director nominees is warranted.
Hologic, Inc.	HOLX	USA	10/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted as the compensation committee demonstrated limited responsiveness to last year's low say-on-pay vote result. Although the company disclosed engagement efforts, certain feedback received from shareholders, and addressed one area of concern expressed by shareholders through certain changes to the LTI program, feedback surrounding two other areas of concern – a special bonus and enhanced retirement benefits – is vague. Such vague feedback makes it difficult for investors to assess what actions would be responsive to shareholders concerns. Further, the company did not make any substantial changes or firm commitments in respect of these noted concerns.
Hologic, Inc.	HOLX	USA	10/03/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Honeywell International Inc.	HON	USA	25/04/2022	Elect Director	Elect Director Dariusz Adamczyk	For	For	A vote FOR the director nominees is warranted.
Honeywell International Inc.	HON	USA	25/04/2022	Elect Director	Elect Director Duncan B. Angove	For	For	A vote FOR the director nominees is warranted.

Honeywell International Inc.	HON	USA	25/04/2022	Elect Director	Elect Director William S. Ayer	For	For	A vote FOR the director nominees is warranted.
Honeywell International Inc.	HON	USA	25/04/2022	Elect Director	Elect Director Kevin Burke	For	For	A vote FOR the director nominees is warranted.
Honeywell International Inc.	HON	USA	25/04/2022	Elect Director	Elect Director D. Scott Davis	For	For	A vote FOR the director nominees is warranted.
Honeywell International Inc.	HON	USA	25/04/2022	Elect Director	Elect Director Deborah Flint	For	For	A vote FOR the director nominees is warranted.
Honeywell International Inc.	HON	USA	25/04/2022	Elect Director	Elect Director Rose Lee	For	For	A vote FOR the director nominees is warranted.
Honeywell International Inc.	HON	USA	25/04/2022	Elect Director	Elect Director Grace D. Lieblein	For	For	A vote FOR the director nominees is warranted.
Honeywell International Inc.	HON	USA	25/04/2022	Elect Director	Elect Director George Paz	For	For	A vote FOR the director nominees is warranted.
Honeywell International Inc.	HON	USA	25/04/2022	Elect Director	Elect Director Robin L. Washington	For	For	A vote FOR the director nominees is warranted.
Honeywell International Inc.	HON	USA	25/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. While pay and performance were reasonably aligned for the year in review, significant concerns are raised by adjustments made to long-term incentive awards in two consecutive years. Following adjustments to the FY20 equity grants which reduced the performance period and were described as "one-time" actions taken in response to COVID-19, the committee used discretion to also adjust FY19-21 grants to increase closing-cycle equity vesting. Investors may question the decision to make consecutive adjustments to long-term incentive awards.
Honeywell International Inc.	HON	USA	25/04/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditor	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Honeywell International Inc.	HON	USA	25/04/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.
Honeywell International Inc.	HON	USA	25/04/2022	Report on Climate Change	Report on Climate Lobbying	For	For	A vote FOR this proposal is warranted at this time. While the company has recently published a climate lobbying report, shareholders may benefit from a more complete evaluation of climate lobbying being conducted on the company's behalf.
Honeywell International Inc.	HON	USA	25/04/2022	Community -Environment Impact	Report on Environmental and Social Due Diligence	For	For	A vote FOR this proposal is warranted at this time because the company is engaged in substantial remediation activities and shareholders may benefit from knowing more about due diligence procedures that track their effectiveness.
Hewlett Packard Enterprise Company	HPE	USA	5/04/2022	Elect Director	Elect Director Daniel Ammann	For	For	A vote FOR all director nominees is warranted.
Hewlett Packard Enterprise Company	HPE	USA	5/04/2022	Elect Director	Elect Director Pamela L. Carter	For	For	A vote FOR all director nominees is warranted.
Hewlett Packard Enterprise Company	HPE	USA	5/04/2022	Elect Director	Elect Director Jean M. Hobby	For	For	A vote FOR all director nominees is warranted.
Hewlett Packard Enterprise Company	HPE	USA	5/04/2022	Elect Director	Elect Director George R. Kurtz	For	For	A vote FOR all director nominees is warranted.
Hewlett Packard Enterprise Company	HPE	USA	5/04/2022	Elect Director	Elect Director Raymond J. Lane	For	For	A vote FOR all director nominees is warranted.
Hewlett Packard Enterprise Company	HPE	USA	5/04/2022	Elect Director	Elect Director Ann M. Livermore	For	For	A vote FOR all director nominees is warranted.
Hewlett Packard Enterprise Company	HPE	USA	5/04/2022	Elect Director	Elect Director Antonio F. Neri	For	For	A vote FOR all director nominees is warranted.
Hewlett Packard Enterprise Company	HPE	USA	5/04/2022	Elect Director	Elect Director Charles H. Noski	For	For	A vote FOR all director nominees is warranted.
Hewlett Packard Enterprise Company	HPE	USA	5/04/2022	Elect Director	Elect Director Raymond E. Ozzie	For	For	A vote FOR all director nominees is warranted.
Hewlett Packard Enterprise Company	HPE	USA	5/04/2022	Elect Director	Elect Director Gary M. Reiner	For	For	A vote FOR all director nominees is warranted.
Hewlett Packard Enterprise Company	HPE	USA	5/04/2022	Elect Director	Elect Director Patricia F. Russo	For	For	A vote FOR all director nominees is warranted.
Hewlett Packard Enterprise Company	HPE	USA	5/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Hewlett Packard Enterprise Company	HPE	USA	5/04/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Hewlett Packard Enterprise Company	HPE	USA	5/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Although there are structural concerns about the CFO's one-time retention grant, the CEO's annual incentive award was entirely performance based, and the NEOs' annual-cycle equity awards are half performance based and utilize multi-year performance periods.
Hewlett Packard Enterprise Company	HPE	USA	5/04/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings
hipages Group Holdings Ltd.	HPG	Australia	11/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the adoption of the remuneration report is warranted because the company's existing Annual Incentive Plan, which is essentially a combined STI and LTI, has the potential to create a misalignment of bonuses to executives compared with the company's financial results and shareholder outcomes, principally arising from: ' the absence of long term performance metrics to align executive reward with shareholder wealth outcomes; and' a short-term assessment of performance given that the entire incentive (STI and LTI) will be assessed using a one-year performance scorecard similar to the previous STI metrics. The lack of a traditional LTI component with long-term performance metrics represents a material departure from incentive remuneration in the Australian market and continues to be opposed by many shareholders at AGMs.
hipages Group Holdings Ltd.	HPG	Australia	11/11/2021	Elect Director	Elect Chris Knoblanche as Director	For	For	A vote FOR this nominee is warranted.
hipages Group Holdings Ltd.	HPG	Australia	11/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A qualified vote FOR this resolution is warranted. The headroom in the existing fee is insufficient if the board seeks to appoint additional director/s. The qualification is to highlight concerns that the level of increase is high.
hipages Group Holdings Ltd.	HPG	Australia	11/11/2021	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Director Equity Entitlements to Chris Knoblanche	For	For	A vote FOR these resolutions is warranted because the proposals are intended to allow directors to salary-sacrifice a portion of their fees to build up their shareholdings and better align with shareholder interests.
hipages Group Holdings Ltd.	HPG	Australia	11/11/2021	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Director Equity Entitlements to Stacey Brown	For	For	A vote FOR these resolutions is warranted because the proposals are intended to allow directors to salary-sacrifice a portion of their fees to build up their shareholdings and better align with shareholder interests.
hipages Group Holdings Ltd.	HPG	Australia	11/11/2021	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Director Equity Entitlements to Inese Kingsmill	For	For	A vote FOR these resolutions is warranted because the proposals are intended to allow directors to salary-sacrifice a portion of their fees to build up their shareholdings and better align with shareholder interests.
HP Inc.	HPQ	USA	19/04/2022	Elect Director	Elect Director Aida M. Alvarez	For	For	A vote FOR the director nominees is warranted.
HP Inc.	HPQ	USA	19/04/2022	Elect Director	Elect Director Shumeet Banerji	For	For	A vote FOR the director nominees is warranted.
HP Inc.	HPQ	USA	19/04/2022	Elect Director	Elect Director Robert R. Bennett	For	For	A vote FOR the director nominees is warranted.
HP Inc.	HPQ	USA	19/04/2022	Elect Director	Elect Director Charles "Chip" V. Bergh	For	For	A vote FOR the director nominees is warranted.
HP Inc.	HPQ	USA	19/04/2022	Elect Director	Elect Director Bruce Broussard	For	For	A vote FOR the director nominees is warranted.
HP Inc.	HPQ	USA	19/04/2022	Elect Director	Elect Director Stacy Brown-Philpot	For	For	A vote FOR the director nominees is warranted.
HP Inc.	HPQ	USA	19/04/2022	Elect Director	Elect Director Stephanie A. Burns	For	For	A vote FOR the director nominees is warranted.
HP Inc.	HPQ	USA	19/04/2022	Elect Director	Elect Director Mary Anne Citrino	For	For	A vote FOR the director nominees is warranted.
HP Inc.	HPQ	USA	19/04/2022	Elect Director	Elect Director Richard L. Clemmer	For	For	A vote FOR the director nominees is warranted.
HP Inc.	HPQ	USA	19/04/2022	Elect Director	Elect Director Enrique J. Lores	For	For	A vote FOR the director nominees is warranted.
HP Inc.	HPQ	USA	19/04/2022	Elect Director	Elect Director Judith "Jami" Miscik	For	For	A vote FOR the director nominees is warranted.
HP Inc.	HPQ	USA	19/04/2022	Elect Director	Elect Director Kim K.W. Rucker	For	For	A vote FOR the director nominees is warranted.
HP Inc.	HPQ	USA	19/04/2022	Elect Director	Elect Director Subra Suresh	For	For	A vote FOR the director nominees is warranted.
HP Inc.	HPQ	USA	19/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
HP Inc.	HPQ	USA	19/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Annual and long-term incentives are primarily performance-based, and equity awards are based on multiyear performance periods. Although a concern is noted regarding a large perquisite received by the CEO, pay and performance are reasonably aligned for the year in review.
HP Inc.	HPQ	USA	19/04/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
HP Inc.	HPQ	USA	19/04/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right would remain small.
Hormel Foods Corporation	HRL	USA	25/01/2022	Elect Director	Elect Director Prama Bhatt	For	For	A vote FOR the director nominees is warranted.
Hormel Foods Corporation	HRL	USA	25/01/2022	Elect Director	Elect Director Gary C. Bhojwani	For	For	A vote FOR the director nominees is warranted.
Hormel Foods Corporation	HRL	USA	25/01/2022	Elect Director	Elect Director Terrill K. Crews	For	For	A vote FOR the director nominees is warranted.
Hormel Foods Corporation	HRL	USA	25/01/2022	Elect Director	Elect Director Stephen M. Lacy	For	For	A vote FOR the director nominees is warranted.
Hormel Foods Corporation	HRL	USA	25/01/2022	Elect Director	Elect Director Elsa A. Murano	For	For	A vote FOR the director nominees is warranted.
Hormel Foods Corporation	HRL	USA	25/01/2022	Elect Director	Elect Director Susan K. Nestegard	For	For	A vote FOR the director nominees is warranted.
Hormel Foods Corporation	HRL	USA	25/01/2022	Elect Director	Elect Director William A. Newlands	For	For	A vote FOR the director nominees is warranted.
Hormel Foods Corporation	HRL	USA	25/01/2022	Elect Director	Elect Director Christopher J. Polcinski	For	For	A vote FOR the director nominees is warranted.
Hormel Foods Corporation	HRL	USA	25/01/2022	Elect Director	Elect Director Jose Luis Prado	For	For	A vote FOR the director nominees is warranted.
Hormel Foods Corporation	HRL	USA	25/01/2022	Elect Director	Elect Director Sally J. Smith	For	For	A vote FOR the director nominees is warranted.
Hormel Foods Corporation	HRL	USA	25/01/2022	Elect Director	Elect Director James P. Snee	For	For	A vote FOR the director nominees is warranted.
Hormel Foods Corporation	HRL	USA	25/01/2022	Elect Director	Elect Director Steven A. White	For	For	A vote FOR the director nominees is warranted.
Hormel Foods Corporation	HRL	USA	25/01/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Hormel Foods Corporation	HRL	USA	25/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time, though there are continuing concerns noted regarding the long-term incentive program's rigor.
Hormel Foods Corporation	HRL	USA	25/01/2022	Product Toxicity and Safety	Report on Public Health Impacts of Antibiotic Use in Product Supply Chain	For	For	A vote FOR this proposal is warranted as disclosure of the requested information would enable shareholders to better assess the company's management of operational and reputational risks related to the use of antibiotics in its supply chain.

HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Authorize Reissuance of Repurchased Shares	Authorise Directors to Allot Any Repurchased Shares	For	For	A vote FOR this resolution is considered warranted and no specific concerns have been identified.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Authorize Directed Share Repurchase Program	Approve Share Repurchase Contract	For	For	A vote FOR this item is considered warranted in the absence of material concerns.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Approve/Amend Conversion of Securities	Authorise Issue of Equity in Relation to Contingent Convertible Securities	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders: " If the Company were to issue Contingent Convertible Securities (CCSs) and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Approve/Amend Conversion of Securities	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders: " If the Company were to issue Contingent Convertible Securities (CCSs) and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Approve Stock Dividend Program	Approve Scrip Dividend Alternative	For	For	A vote FOR this resolution is warranted because this is a routine item and no concerns have been identified.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Adopt New Articles of Association/Charter	Adopt New Articles of Association	For	For	Item 17a. A vote FOR this resolution is warranted as no significant concerns have been identified. Item 17b. A vote AGAINST this resolution is warranted as, with the addition of the dispute resolution's power of exclusive jurisdiction, shareholders may be disadvantaged if involved in any dispute with the Company, as claims may only be brought in courts, where the Company may prevent itself to be disadvantaged or expose to risk that are from dealing with claims brought in other jurisdictions. Article 171 is not considered to be in the best interest of shareholders. In addition, there is no evidence in the meeting materials to suggest that the Company has consulted with shareholders on the proposed new Articles.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Amend Articles Board-Related	Amend Articles of Association	Abstain	Abstain	An ABSTENTION is considered warranted for this item: * The Company announced that it intends that this resolution will be withdrawn at the AGM.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted, as no material concerns have been identified.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR this item is considered warranted, as no significant concerns have been identified.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Elect Director	Elect Rachel Duan as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Mark Tucker are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Elect Director	Elect Dame Carolyn Fairbairn as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Mark Tucker are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Elect Director	Re-elect James Forese as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Mark Tucker are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Elect Director	Re-elect Steven Guggenheimer as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Mark Tucker are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Elect Director	Re-elect Jose Antonio Meade Kuriarena as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Mark Tucker are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Elect Director	Re-elect Eileen Murray as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Mark Tucker are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Elect Director	Re-elect David Nish as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Mark Tucker are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Elect Director	Re-elect Noel Quinn as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Mark Tucker are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Elect Director	Re-elect Ewen Stevenson as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Mark Tucker are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Elect Director	Re-elect Jackson Tai as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Mark Tucker are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Elect Director	Re-elect Mark Tucker as Director	For	For	A vote FOR the reelection of Mark Tucker is warranted.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Group Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
HSBC Holdings Plc	HSBA	United Kingdom	29/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director Mohamed Ali	For	For	A vote FOR the director nominees is warranted.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director Stanley M. Bergman	For	For	A vote FOR the director nominees is warranted.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director James P. Breslawski	For	For	A vote FOR the director nominees is warranted.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director Deborah Derby	For	For	A vote FOR the director nominees is warranted.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director Joseph L. Herring	For	For	A vote FOR the director nominees is warranted.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director Kurt P. Kuehn	For	For	A vote FOR the director nominees is warranted.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director Philip A. Laskawy	For	For	A vote FOR the director nominees is warranted.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director Anne H. Margulies	For	For	A vote FOR the director nominees is warranted.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director Mark E. Mlotek	For	For	A vote FOR the director nominees is warranted.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director Steven Paladino	For	For	A vote FOR the director nominees is warranted.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director Carol Raphael	For	For	A vote FOR the director nominees is warranted.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director E. Dianne Rekow	For	For	A vote FOR the director nominees is warranted.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director Scott Serota	For	For	A vote FOR the director nominees is warranted.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director Bradley T. Sheares	For	For	A vote FOR the director nominees is warranted.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director Reed V. Tuckson	For	For	A vote FOR the director nominees is warranted.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. In addition to granting an entirely time-based one-time pandemic related equity award, the compensation committee revised its long-term incentive program to consist of entirely time-based equity awards, as opposed to the entirely performance-based awards granted in FY2020.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Ratify Auditors	Ratify BDO USA, LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Hansen Technologies Limited	HSN	Australia	25/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted on the basis that no material disconnect between pay and performance, and shareholder outcomes has been observed. The qualification is to highlight the following concerns: " The suspension of the FY21 LTI plan and replaced with a corresponding increase in the deferred equity component in the STI. It appears that the "FY21 Enhanced STI Plan" combined the STI and LTI plans into a single plan and removed all long-term performance hurdles, severing the link with long-term shareholder outcomes. While this pay structure is problematic, it only applied in FY21 and the company reverted to its previous remuneration structure of separate STI and LTI plans; and* There is no quantified or specific information provided for threshold, target or maximum STI hurdles to fully inform shareholders and justify bonuses.
Hansen Technologies Limited	HSN	Australia	25/11/2021	Elect Director	Elect David Osborne as Director	For	For	A qualified vote FOR the re-election of David Osborne is warranted because he is a non-independent director serving on a key board committee that is not fully independent, namely the Audit and Risk Committee (only 75-percent independent). However, the board is majority independent and no other governance concerns have been identified regarding his nomination at this time. Mr Osborne is classified as non-independent because he has a joint interest in the shares of Othona Pty Ltd, a substantial shareholder owning 17.38 percent of the company's shares, and due to excessive board tenure (>12 years).
Hansen Technologies Limited	HSN	Australia	25/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Andrew Hansen	For	For	A vote FOR this resolution is warranted given that the structure of the grant is not problematic. The award is assessed against relative TSR and revenue hurdles over a three-year period. There is also a positive TSR gateway for the relative TSR performance hurdle.
Hansen Technologies Limited	HSN	Australia	25/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A vote FOR this resolution is warranted because the increase is not excessive, and it will provide a sufficient headroom for future board appointment. Current non-executive director fees are not in excess of ASX201-225 and industry peers.
Host Hotels & Resorts, Inc.	HST	USA	19/05/2022	Elect Director	Elect Director Mary L. Baglivo	For	For	A vote FOR the director nominees is warranted.
Host Hotels & Resorts, Inc.	HST	USA	19/05/2022	Elect Director	Elect Director Herman E. Bullie	For	For	A vote FOR the director nominees is warranted.
Host Hotels & Resorts, Inc.	HST	USA	19/05/2022	Elect Director	Elect Director Richard E. Marriott	For	For	A vote FOR the director nominees is warranted.
Host Hotels & Resorts, Inc.	HST	USA	19/05/2022	Elect Director	Elect Director Mary Hogan Preuss	For	For	A vote FOR the director nominees is warranted.
Host Hotels & Resorts, Inc.	HST	USA	19/05/2022	Elect Director	Elect Director Walter C. Rakowich	For	For	A vote FOR the director nominees is warranted.
Host Hotels & Resorts, Inc.	HST	USA	19/05/2022	Elect Director	Elect Director James F. Risolo	For	For	A vote FOR the director nominees is warranted.
Host Hotels & Resorts, Inc.	HST	USA	19/05/2022	Elect Director	Elect Director Gordon H. Smith	For	For	A vote FOR the director nominees is warranted.
Host Hotels & Resorts, Inc.	HST	USA	19/05/2022	Elect Director	Elect Director A. William Stein	For	For	A vote FOR the director nominees is warranted.
Host Hotels & Resorts, Inc.	HST	USA	19/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.

Host Hotels & Resorts, Inc.	HST	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily linked to pre-set financial metrics and long-term incentives are chiefly performance-based, with performance shares transitioning to a full three-year performance period starting in FY22.
The Hershey Company	HSY	USA	17/05/2022	Elect Director	Elect Director Pamela M. Anway	For	For	A vote FOR the director nominees is warranted.
The Hershey Company	HSY	USA	17/05/2022	Elect Director	Elect Director Anthony J. Palmer	For	For	A vote FOR the director nominees is warranted.
The Hershey Company	HSY	USA	17/05/2022	Elect Director	Elect Director Juan R. Perez	For	For	A vote FOR the director nominees is warranted.
The Hershey Company	HSY	USA	17/05/2022	Elect Director	Elect Director Wendy L. Schoppert	For	For	A vote FOR the director nominees is warranted.
The Hershey Company	HSY	USA	17/05/2022	Elect Director	Elect Director James W. Brown	For	For	A vote FOR the director nominees is warranted.
The Hershey Company	HSY	USA	17/05/2022	Elect Director	Elect Director Michele G. Buck	For	For	A vote FOR the director nominees is warranted.
The Hershey Company	HSY	USA	17/05/2022	Elect Director	Elect Director Victor L. Crawford	For	For	A vote FOR the director nominees is warranted.
The Hershey Company	HSY	USA	17/05/2022	Elect Director	Elect Director Robert M. Dutkowsky	For	For	A vote FOR the director nominees is warranted.
The Hershey Company	HSY	USA	17/05/2022	Elect Director	Elect Director Mary Kay Haben	For	For	A vote FOR the director nominees is warranted.
The Hershey Company	HSY	USA	17/05/2022	Elect Director	Elect Director James C. Katzman	For	For	A vote FOR the director nominees is warranted.
The Hershey Company	HSY	USA	17/05/2022	Elect Director	Elect Director M. Diane Koken	For	For	A vote FOR the director nominees is warranted.
The Hershey Company	HSY	USA	17/05/2022	Elect Director	Elect Director Robert M. Malcolm	For	For	A vote FOR the director nominees is warranted.
The Hershey Company	HSY	USA	17/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
The Hershey Company	HSY	USA	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. While some concern remains regarding the relative TSR metric used for performance shares, as it targets median performance and does not include a payout cap if absolute TSR is negative, annual incentives are linked to pre-set financial metrics and equity awards are primarily performance-based.
The Hershey Company	HSY	USA	17/05/2022	Human Rights Risk Assessment	Report on Eradication of Child Labor in Cocoa Production	For	For	A vote FOR this proposal is warranted, as additional information on the company's efforts to ban child labor would allow investors to better understand how the company is managing human rights related risks in its supply chain.
Harvest Technology Group Limited	HTG	Australia	30/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the adoption of the remuneration report is warranted. Nevertheless, shareholders may be concerned with the following: "Unsubstantiated substantial increases to executive fixed remuneration;" "Unacceptable vesting period, insufficiently demanding performance hurdles, and high dilution of the LTI;" "Grant of equity incentives to NEDs."
Harvest Technology Group Limited	HTG	Australia	30/11/2021	Elect Director	Elect Stuart Carmichael as Director	Against	Against	A vote AGAINST the election of non-executive director Stuart Carmichael is warranted due to overboarding concerns.
Harvest Technology Group Limited	HTG	Australia	30/11/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve the Issuance of Up to 10 Percent of the Company's Issued Capital	For	For	A vote FOR this resolution is warranted.
Harvest Technology Group Limited	HTG	Australia	30/11/2021	Approve Acquisition OR Issue Shares in Connection with Acquisition	Ratify Past Issuance of Tranche 1 SnapSupport Consideration Shares to the Shareholders of SnapSupport Inc.	For	For	A vote FOR this resolution is warranted. The issuance of securities to a vendor as consideration for an acquisition retains some alignment of the vendor with the business and shareholders.
Harvest Technology Group Limited	HTG	Australia	30/11/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of 17.99 Million Placement Shares to Institutional, Sophisticated and Professional Investors	For	For	A vote FOR these resolutions is warranted.
Harvest Technology Group Limited	HTG	Australia	30/11/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of 5.86 Million Placement Shares to Institutional, Sophisticated and Professional Investors	For	For	A vote FOR these resolutions is warranted.
HUB24 Limited	HUB	Australia	14/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted on the basis that the company's financial performance continued to improve over prior years and shareholder returns have been strong over the longer term* The CEO's fixed remuneration and STI bonus are not problematic or excessive, and the FY18 LTI grant will likely vest at 100 percent in line with performance hurdles and consistent with the strong shareholder returns over the performance period.* Although the quantitative screen indicates a high concern level for misalignment, this is due to a large special FY21 LTI grant which was in addition to annual FY21 LTI, both of which inflated total remuneration. Concern is mitigated that this special FY21 LTI grant incorporated rigorous performance hurdles to align the bonus with improved shareholder interests over a longer period. The company disclosed that will be no further special grants in FY22.Qualification is based on following concerns: "Inferior and absent disclosure of STI targets, given the absence of specific and quantified performance hurdles which prevents shareholders from independently assessing the rigor of targets." "The excessive one-off FY21 special LTI grant." "Questions over the rigor of the absolute TSR hurdles in the FY21 LTI grant which are lower than FY20 grant hurdles, re-testing provisions if the TSR hurdles are not achieved at the end of the three-year period, and the exercise price of the options is at a discount to the grant date share price.
HUB24 Limited	HUB	Australia	14/12/2021	Elect Director	Elect Paul Rogan as Director	For	For	A vote FOR the re-election of Paul Rogan (Item 2) and election of Catherine Kovacs (Item 3) is warranted as no material issues have been identified regarding board and committee composition resulting from their nominations, nor any wider corporate governance issues.
HUB24 Limited	HUB	Australia	14/12/2021	Elect Director	Elect Catherine Kovacs as Director	For	For	A vote FOR the re-election of Paul Rogan (Item 2) and election of Catherine Kovacs (Item 3) is warranted as no material issues have been identified regarding board and committee composition resulting from their nominations, nor any wider corporate governance issues.
HUB24 Limited	HUB	Australia	14/12/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Andrew Alcock	For	For	A qualified vote FOR this resolution is warranted.* This year the LTI is in the form of performance rights.* The FY22 LTI grant is sufficient aligned with improved shareholder interests.* "Quantum is not excessive, and vesting based on absolute TSR targets and the compound annual growth rate in Funds Under Administration (FUA), over a three-year performance period and an additional one-year disposal restriction period.The qualification is to highlight concerns for re-testing provisions, and marginally reduced TSR performance targets compared to the prior year grant.
Humm Group Limited	HUM	Australia	18/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted. The company improved its disclosure on STI targets, further aligning it with market practice, and STI outcomes appear aligned with financial performance during the year. There was no LTI vesting in FY21, reflecting poor shareholder returns.The following concerns are raised: "Sustainability Advisory Services quantitative pay for performance analysis identified a high degree of concern;" "As discussed in last year's report, the company cancelled the mega-grant of options previously determined by the board and replaced it with a new LTI during FY21, which is a problematic practice;" "Structural concerns are again raised regarding the new plan, which has a short vesting period and includes only one performance metric; and" "FY21 and FY22 options grants under the new LTI do not include any relative performance metric.Concerns are mitigated by the following:" "Company disclosure suggests the mega-grant had no prospect of having any incentive while the alternative options grant is linked to share price recovery in the interest of shareholders; and" "The company intends to add EPS as an additional performance metric and revert to a three-year performance period under the FY22 grant.
Humm Group Limited	HUM	Australia	18/11/2021	Elect Director	Elect Alistair Muir as Director	For	For	A vote FOR the election/re-election of independent non-executive directors Alistair Muir (Item 3) and Carole Campbell (Item 5) are warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.A qualified vote FOR the re-election of non-independent director Andrew Abercrombie (Item 4), the co-founder and a substantial shareholder of the company with a 20.1-percent ownership stake, is warranted based on his experience with the company as founder and his proportionate representation as one of six board members. However, this is not without concern, as the board is not majority independent (only 50-percent independent) and certain key board committees, namely the Nomination Committee (only 33-percent independent) and Remuneration Committee (only 50-percent independent) are also not majority independent.
Humm Group Limited	HUM	Australia	18/11/2021	Elect Director	Elect Andrew Abercrombie as Director	For	For	A vote FOR the election/re-election of independent non-executive directors Alistair Muir (Item 3) and Carole Campbell (Item 5) are warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.A qualified vote FOR the re-election of non-independent director Andrew Abercrombie (Item 4), the co-founder and a substantial shareholder of the company with a 20.1-percent ownership stake, is warranted based on his experience with the company as founder and his proportionate representation as one of six board members. However, this is not without concern, as the board is not majority independent (only 50-percent independent) and certain key board committees, namely the Nomination Committee (only 33-percent independent) and Remuneration Committee (only 50-percent independent) are also not majority independent.
Humm Group Limited	HUM	Australia	18/11/2021	Elect Director	Elect Carole Campbell as Director	For	For	A vote FOR the election/re-election of independent non-executive directors Alistair Muir (Item 3) and Carole Campbell (Item 5) are warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.A qualified vote FOR the re-election of non-independent director Andrew Abercrombie (Item 4), the co-founder and a substantial shareholder of the company with a 20.1-percent ownership stake, is warranted based on his experience with the company as founder and his proportionate representation as one of six board members. However, this is not without concern, as the board is not majority independent (only 50-percent independent) and certain key board committees, namely the Nomination Committee (only 33-percent independent) and Remuneration Committee (only 50-percent independent) are also not majority independent.
Humana Inc.	HUM	USA	21/04/2022	Elect Director	Elect Director Raquel C. Bono	For	For	A vote FOR the director nominees is warranted.
Humana Inc.	HUM	USA	21/04/2022	Elect Director	Elect Director Bruce D. Broussard	For	For	A vote FOR the director nominees is warranted.
Humana Inc.	HUM	USA	21/04/2022	Elect Director	Elect Director Frank A. D'Amelio	For	For	A vote FOR the director nominees is warranted.
Humana Inc.	HUM	USA	21/04/2022	Elect Director	Elect Director David T. Feinberg	For	For	A vote FOR the director nominees is warranted.
Humana Inc.	HUM	USA	21/04/2022	Elect Director	Elect Director Wayne A. I. Frederick	For	For	A vote FOR the director nominees is warranted.
Humana Inc.	HUM	USA	21/04/2022	Elect Director	Elect Director John W. Garratt	For	For	A vote FOR the director nominees is warranted.
Humana Inc.	HUM	USA	21/04/2022	Elect Director	Elect Director Kurt J. Hlizinger	For	For	A vote FOR the director nominees is warranted.
Humana Inc.	HUM	USA	21/04/2022	Elect Director	Elect Director David A. Jones, Jr.	For	For	A vote FOR the director nominees is warranted.
Humana Inc.	HUM	USA	21/04/2022	Elect Director	Elect Director Karen W. Katz	For	For	A vote FOR the director nominees is warranted.
Humana Inc.	HUM	USA	21/04/2022	Elect Director	Elect Director Marcy S. Kleworn	For	For	A vote FOR the director nominees is warranted.
Humana Inc.	HUM	USA	21/04/2022	Elect Director	Elect Director William J. McDonald	For	For	A vote FOR the director nominees is warranted.
Humana Inc.	HUM	USA	21/04/2022	Elect Director	Elect Director Jorge S. Mesquita	For	For	A vote FOR the director nominees is warranted.
Humana Inc.	HUM	USA	21/04/2022	Elect Director	Elect Director James J. O'Brien	For	For	A vote FOR the director nominees is warranted.
Humana Inc.	HUM	USA	21/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Humana Inc.	HUM	USA	21/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. The majority of compensation remains based on objective performance metrics resulting in an alignment between CEO pay and company performance.
Harvey Norman Holdings Limited	HVN	Australia	24/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Chris Menitis and Permit to Acquire Shares in the Company	For	For	A vote FOR the grant of performance rights to the Executive Chairman, CEO and Executive Directors is warranted.* "The quantum of the awards is not excessive and sufficiently aligned with shareholder interests and financial performance." The award structure incorporates the minimum market-accepted three-year performance period and sufficiently demanding financial targets which are consistent with the long-term interests of shareholders.Shareholders may be concerned, however, that the plan provides the board the opportunity to impose non-financial measures.

Harvey Norman Holdings Limited	HVN	Australia	24/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	On balance, a vote FOR this proposal is warranted, as total remuneration for the executive chairman, CEO and other executive directors was commensurate with financial and shareholder outcomes in FY21. In addition, the Remuneration Committee increased the weighting of financial measures to 80-percent of the STI, reducing the non-financial component from 50 percent to 20 percent. Fixed remuneration was restored to FY19 levels, and remains high relative to peers. Shareholders generally expect a significant portion of CEO pay to be 'at-risk', though the CEO maintains significant shareholdings, increasing the alignment with shareholder interests.
Harvey Norman Holdings Limited	HVN	Australia	24/11/2021	Elect Director	Elect Michael John Harvey as Director	Against	Against	A vote AGAINST the re-election of Michael Harvey (Item 3), Christopher Brown (Item 4) and John Slack-Smith (Item 5) is warranted. All three nominees are non-independent directors on a majority non-independent board.* Harvey is also a founding family member and former managing director and has related-party transactions and excessive tenure on the board.* Brown (Item 4) has related-party transactions, excessive tenure and is a substantial shareholder representative.* Slack-Smith (Item 5) is one of five executive directors where Australian governance standards do not support multiple executive directors on a board that is majority non-independent.
Harvey Norman Holdings Limited	HVN	Australia	24/11/2021	Elect Director	Elect Christopher Herbert Brown as Director	Against	Against	A vote AGAINST the re-election of Michael Harvey (Item 3), Christopher Brown (Item 4) and John Slack-Smith (Item 5) is warranted. All three nominees are non-independent directors on a majority non-independent board.* Harvey is also a founding family member and former managing director and has related-party transactions and excessive tenure on the board.* Brown (Item 4) has related-party transactions, excessive tenure and is a substantial shareholder representative.* Slack-Smith (Item 5) is one of five executive directors where Australian governance standards do not support multiple executive directors on a board that is majority non-independent.
Harvey Norman Holdings Limited	HVN	Australia	24/11/2021	Elect Director	Elect John Evyn Slack-Smith as Director	Against	Against	A vote AGAINST the re-election of Michael Harvey (Item 3), Christopher Brown (Item 4) and John Slack-Smith (Item 5) is warranted. All three nominees are non-independent directors on a majority non-independent board.* Harvey is also a founding family member and former managing director and has related-party transactions and excessive tenure on the board.* Brown (Item 4) has related-party transactions, excessive tenure and is a substantial shareholder representative.* Slack-Smith (Item 5) is one of five executive directors where Australian governance standards do not support multiple executive directors on a board that is majority non-independent.
Harvey Norman Holdings Limited	HVN	Australia	24/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Gerald Harvey and Permit to Acquire Shares in the Company	For	For	A vote FOR the grant of performance rights to the Executive Chairman, CEO and Executive Directors is warranted.* The quantum of the awards is not excessive and sufficiently aligned with shareholder interests and financial performance.* The award structure incorporates the minimum market-accepted three-year performance period and sufficiently demanding financial targets which are consistent with the long-term interests of shareholders. Shareholders may be concerned, however, that the plan provides the board the opportunity to impose non-financial measures.
Harvey Norman Holdings Limited	HVN	Australia	24/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Kay Lesley Page and Permit to Acquire Shares in the Company	For	For	A vote FOR the grant of performance rights to the Executive Chairman, CEO and Executive Directors is warranted.* The quantum of the awards is not excessive and sufficiently aligned with shareholder interests and financial performance.* The award structure incorporates the minimum market-accepted three-year performance period and sufficiently demanding financial targets which are consistent with the long-term interests of shareholders. Shareholders may be concerned, however, that the plan provides the board the opportunity to impose non-financial measures.
Harvey Norman Holdings Limited	HVN	Australia	24/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to David Matthew Ackery and Permit to Acquire Shares in the Company	For	For	A vote FOR the grant of performance rights to the Executive Chairman, CEO and Executive Directors is warranted.* The quantum of the awards is not excessive and sufficiently aligned with shareholder interests and financial performance.* The award structure incorporates the minimum market-accepted three-year performance period and sufficiently demanding financial targets which are consistent with the long-term interests of shareholders. Shareholders may be concerned, however, that the plan provides the board the opportunity to impose non-financial measures.
Harvey Norman Holdings Limited	HVN	Australia	24/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to John Evyn Slack-Smith and Permit to Acquire Shares in the Company	For	For	A vote FOR the grant of performance rights to the Executive Chairman, CEO and Executive Directors is warranted.* The quantum of the awards is not excessive and sufficiently aligned with shareholder interests and financial performance.* The award structure incorporates the minimum market-accepted three-year performance period and sufficiently demanding financial targets which are consistent with the long-term interests of shareholders. Shareholders may be concerned, however, that the plan provides the board the opportunity to impose non-financial measures.
Howden Joinery Group Plc	HWDN	United Kingdom	12/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Howden Joinery Group Plc	HWDN	United Kingdom	12/05/2022	Elect Director	Re-elect Andrew Livingston as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Richard Pennycook are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Howden Joinery Group Plc	HWDN	United Kingdom	12/05/2022	Elect Director	Re-elect Richard Pennycook as Director	Against	Against	Votes AGAINST incumbent Nominating Committee chair Richard Pennycook are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Howden Joinery Group Plc	HWDN	United Kingdom	12/05/2022	Elect Director	Re-elect Debbie White as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Richard Pennycook are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Howden Joinery Group Plc	HWDN	United Kingdom	12/05/2022	Ratify Auditors	Appoint KPMG LLP as Auditors	For	For	A vote FOR this resolution is considered warranted at this time.
Howden Joinery Group Plc	HWDN	United Kingdom	12/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Howden Joinery Group Plc	HWDN	United Kingdom	12/05/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Howden Joinery Group Plc	HWDN	United Kingdom	12/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Howden Joinery Group Plc	HWDN	United Kingdom	12/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Howden Joinery Group Plc	HWDN	United Kingdom	12/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Howden Joinery Group Plc	HWDN	United Kingdom	12/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Howden Joinery Group Plc	HWDN	United Kingdom	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted at this time, but it is not without concern for shareholders: * The CEO's PSP award opportunity is increased from 220% to 270% of salary for FY2022. Though the new level is within the maximum opportunity under the remuneration policy, concerns are raised with the higher award level given the lower target for maximum vesting of the PBT measure. The main reasons for support are: * The Company was recently included in the FTSE 100, and the new award level of the CEO does not appear excessive for a company of this size; and * There are no further concerns with the Company's remuneration practices in the year under review.
Howden Joinery Group Plc	HWDN	United Kingdom	12/05/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR this item is considered warranted, but it is not without concern for shareholders: * The annual bonus opportunity is increased from 150% of salary to 200% of salary for both Executive Directors, utilising the limit previously applying for 'exceptional circumstances' only. The main reasons for support are: * The Company was recently promoted to the FTSE 100, and the new bonus maximum does not appear excessive for a company of this size; * The FY2022 bonus maximum remains at 150% of salary; and * The rest of the features of the remuneration policy remain broadly aligned with market standards.
Howden Joinery Group Plc	HWDN	United Kingdom	12/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Howden Joinery Group Plc	HWDN	United Kingdom	12/05/2022	Elect Director	Re-elect Karen Caddick as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Richard Pennycook are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Howden Joinery Group Plc	HWDN	United Kingdom	12/05/2022	Elect Director	Re-elect Andrew Cripps as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Richard Pennycook are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Howden Joinery Group Plc	HWDN	United Kingdom	12/05/2022	Elect Director	Re-elect Geoff Drabble as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Richard Pennycook are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Howden Joinery Group Plc	HWDN	United Kingdom	12/05/2022	Elect Director	Re-elect Louise Fowler as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Richard Pennycook are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Howden Joinery Group Plc	HWDN	United Kingdom	12/05/2022	Elect Director	Re-elect Paul Hayes as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Richard Pennycook are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Howmet Aerospace Inc.	HWM	USA	25/05/2022	Elect Director	Elect Director James F. Albaugh	For	For	Votes AGAINST compensation committee members Joseph Cantie, Robert Leduc, and Nicole Piasecki are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. Votes FOR the remaining director nominees are warranted.
Howmet Aerospace Inc.	HWM	USA	25/05/2022	Elect Director	Elect Director Amy E. Alving	For	For	Votes AGAINST compensation committee members Joseph Cantie, Robert Leduc, and Nicole Piasecki are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. Votes FOR the remaining director nominees are warranted.
Howmet Aerospace Inc.	HWM	USA	25/05/2022	Elect Director	Elect Director Sharon R. Barner	For	For	Votes AGAINST compensation committee members Joseph Cantie, Robert Leduc, and Nicole Piasecki are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. Votes FOR the remaining director nominees are warranted.
Howmet Aerospace Inc.	HWM	USA	25/05/2022	Elect Director	Elect Director Joseph S. Cantie	Against	Against	Votes AGAINST compensation committee members Joseph Cantie, Robert Leduc, and Nicole Piasecki are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. Votes FOR the remaining director nominees are warranted.
Howmet Aerospace Inc.	HWM	USA	25/05/2022	Elect Director	Elect Director Robert F. Leduc	Against	Against	Votes AGAINST compensation committee members Joseph Cantie, Robert Leduc, and Nicole Piasecki are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. Votes FOR the remaining director nominees are warranted.
Howmet Aerospace Inc.	HWM	USA	25/05/2022	Elect Director	Elect Director David J. Miller	For	For	Votes AGAINST compensation committee members Joseph Cantie, Robert Leduc, and Nicole Piasecki are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. Votes FOR the remaining director nominees are warranted.
Howmet Aerospace Inc.	HWM	USA	25/05/2022	Elect Director	Elect Director Jody G. Miller	For	For	Votes AGAINST compensation committee members Joseph Cantie, Robert Leduc, and Nicole Piasecki are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. Votes FOR the remaining director nominees are warranted.
Howmet Aerospace Inc.	HWM	USA	25/05/2022	Elect Director	Elect Director Nicole W. Piasecki	Against	Against	Votes AGAINST compensation committee members Joseph Cantie, Robert Leduc, and Nicole Piasecki are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. Votes FOR the remaining director nominees are warranted.
Howmet Aerospace Inc.	HWM	USA	25/05/2022	Elect Director	Elect Director John C. Plant	For	For	Votes AGAINST compensation committee members Joseph Cantie, Robert Leduc, and Nicole Piasecki are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. Votes FOR the remaining director nominees are warranted.
Howmet Aerospace Inc.	HWM	USA	25/05/2022	Elect Director	Elect Director Ulrich R. Schmidt	For	For	Votes AGAINST compensation committee members Joseph Cantie, Robert Leduc, and Nicole Piasecki are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. Votes FOR the remaining director nominees are warranted.
Howmet Aerospace Inc.	HWM	USA	25/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.

Howmet Aerospace Inc.	HWM	USA	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. Following last year's failed say-on-pay vote, the committee demonstrated only limited responsiveness. Although details of shareholder engagements and feedback are disclosed, the committee did not make changes to executive pay programs to address investor concerns. Further concerns are raised by the pay program for the year in review. CEO Plant received a significant special equity award for the third year in a row, despite the committee's previous statement that FY20 grants would cover three years. The award consists entirely of time-based RSUs with a relatively short vesting period and the committee's rationale for the grant is not viewed as compelling. Lastly, CEO Plant's recently amended letter agreement provides for excessive severance, which is viewed as a problematic pay practice by many investors.
Howmet Aerospace Inc.	HWM	USA	25/05/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair. In addition, there are ongoing concerns regarding the company's compensation practices and the board's responsiveness to shareholder concerns, which suggests that shareholders would benefit from the most robust form of independent oversight in the form of an independent board chair.
Insurance Australia Group Ltd.	IAG	Australia	22/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the remuneration report is warranted. An elevated level of concern is identified for misalignment of pay, performance and shareholder outcomes in quantitative pay-for-performance analysis. Bonus outcomes appear excessive and have been significantly increased from the prior year, being inconsistent with the reported loss and fixed financial performance and underperforming shareholder returns. Supporting reasons for this recommendation include: " A higher weighting to non-financial measures for the STI which are difficult to justify as a being worthy of a bonus given that the nature of these measures appear to be part of executives' day job duties." Non-disclosure of financial targets in the STI does not allow shareholders to independently assess the rigor of STI targets and justify bonuses, being inconsistent with good governance and shareholder expectations for transparency presented by other large Australian companies." Concerns have been previously raised regarding the rigor of the Absolute ROE performance measure in the LTI which is assessed against a multiple of WACC – this measure has consistently provided for vesting, even over recent years where the company has underperformed GICS and index peers." Awarding of additional fees to directors who chair the boards of wholly owned subsidiary companies represents concerning governance practice and creates the potential for conflict of interests, and* The fixed remuneration increase of 12.5 percent for the CEO in FY22 is well above general salary inflation and will lead to a significant uplift in variable award opportunity in the STI and LTI, being inconsistent with the company performance and shareholder outcomes.
Insurance Australia Group Ltd.	IAG	Australia	22/10/2021	Elect Director	Elect Michelle Tredenick as Director	For	For	A vote FOR all nominees is warranted as no material governance issues have been identified.
Insurance Australia Group Ltd.	IAG	Australia	22/10/2021	Elect Director	Elect David Armstrong as Director	For	For	A vote FOR all nominees is warranted as no material governance issues have been identified.
Insurance Australia Group Ltd.	IAG	Australia	22/10/2021	Elect Director	Elect George Sartorel as Director	For	For	A vote FOR all nominees is warranted as no material governance issues have been identified.
Insurance Australia Group Ltd.	IAG	Australia	22/10/2021	Approve Share Plan Grant	Approve Issuance of Share Rights to Nick Hawkins	For	For	A qualified vote FOR this resolution is warranted. These resolutions are the same as in prior years, including approval of the deferred STI and the FY22 LTI grant. Concerns are noted for the following: "The quantum of CEO's LTI award opportunity has risen significantly in FY22 following a generous increase in fixed remuneration after one year in the role. This LTI grant is now above the median of similar sized companies and peers." The rigor of the Cash ROE performance measure in the LTI grant continues to warrant increased scrutiny given that it has historically provided a high level of vesting despite weak performance and shareholder returns." The deferred STI may be regarded as excessive given the issues raised in regard to the remuneration report.
Irongate Group	IAP	Australia	29/06/2022	Approve Scheme of Arrangement	Approve IPF I Trust Acquisition Resolution	For	For	A vote FOR the proposed transaction is warranted. * The scheme consideration represents an attractive premium to the unaffected price on 15 October 2021; * The consideration is in cash and represents certainty of value to securityholders; * The offer is within the valuation range estimated by the Independent Expert; * The offer is unanimously supported by the board in the absence of a superior proposal; * The market reaction post-announcement indicates broad acceptance of the transaction; and * There have been no superior offers emerging since CHPIP's offer announced in January 2022.
Irongate Group	IAP	Australia	29/06/2022	Approve Scheme of Arrangement	Approve IPF II Trust Acquisition Resolution	For	For	A vote FOR the proposed transaction is warranted. * The scheme consideration represents an attractive premium to the unaffected price on 15 October 2021; * The consideration is in cash and represents certainty of value to securityholders; * The offer is within the valuation range estimated by the Independent Expert; * The offer is unanimously supported by the board in the absence of a superior proposal; * The market reaction post-announcement indicates broad acceptance of the transaction; and * There have been no superior offers emerging since CHPIP's offer announced in January 2022.
Irongate Group	IAP	Australia	29/06/2022	Approve Scheme of Arrangement	Approve IPF I Trust Constitution Amendment Resolution	For	For	A vote FOR this resolution is warranted.
Irongate Group	IAP	Australia	29/06/2022	Approve Scheme of Arrangement	Approve IPF II Trust Constitution Amendment Resolution	For	For	A vote FOR this resolution is warranted.
Irongate Group	IAP	Australia	29/06/2022	Approve Scheme of Arrangement	Approve IPF I De-Stapling Resolution	For	For	A vote FOR this resolution is warranted. These are in conjunction with the proposed Trust Acquisition, which merit securityholder support
Irongate Group	IAP	Australia	29/06/2022	Approve Scheme of Arrangement	Approve IPF II De-Stapling Resolution	For	For	A vote FOR this resolution is warranted. These are in conjunction with the proposed Trust Acquisition, which merit securityholder support
International Business Machines Corporation	IBM	USA	26/04/2022	Elect Director	Elect Director Thomas Buberl	For	For	A vote FOR the director nominees is warranted.
International Business Machines Corporation	IBM	USA	26/04/2022	Elect Director	Elect Director David N. Farr	For	For	A vote FOR the director nominees is warranted.
International Business Machines Corporation	IBM	USA	26/04/2022	Elect Director	Elect Director Alex Gorsky	For	For	A vote FOR the director nominees is warranted.
International Business Machines Corporation	IBM	USA	26/04/2022	Elect Director	Elect Director Michelle J. Howard	For	For	A vote FOR the director nominees is warranted.
International Business Machines Corporation	IBM	USA	26/04/2022	Elect Director	Elect Director Arvind Krishna	For	For	A vote FOR the director nominees is warranted.
International Business Machines Corporation	IBM	USA	26/04/2022	Elect Director	Elect Director Andrew N. Liveris	For	For	A vote FOR the director nominees is warranted.
International Business Machines Corporation	IBM	USA	26/04/2022	Elect Director	Elect Director Frederick William McNabb, III	For	For	A vote FOR the director nominees is warranted.
International Business Machines Corporation	IBM	USA	26/04/2022	Elect Director	Elect Director Martha E. Pollack	For	For	A vote FOR the director nominees is warranted.
International Business Machines Corporation	IBM	USA	26/04/2022	Elect Director	Elect Director Joseph R. Swedish	For	For	A vote FOR the director nominees is warranted.
International Business Machines Corporation	IBM	USA	26/04/2022	Elect Director	Elect Director Peter R. Voser	For	For	A vote FOR the director nominees is warranted.
International Business Machines Corporation	IBM	USA	26/04/2022	Elect Director	Elect Director Frederick H. Waddell	For	For	A vote FOR the director nominees is warranted.
International Business Machines Corporation	IBM	USA	26/04/2022	Elect Director	Elect Director Alfred W. Zollar	For	For	A vote FOR the director nominees is warranted.
International Business Machines Corporation	IBM	USA	26/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
International Business Machines Corporation	IBM	USA	26/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Following last year's failed say-on-pay vote the company engaged with shareholders and clearly disclosed the feedback received from shareholders regarding the prior year's one-time equity award to former NEO Whitehurst. No one-time awards were granted to NEOs during 2021, and the company states that it agrees that one-time grants should only occur in extraordinary circumstances, and that the company does not anticipate the need to provide one-time awards to its NEOs going forward. Additionally, the majority of CEO compensation remains conditioned on objective financial performance, resulting in an alignment between CEO pay and company performance. However, shareholders would benefit from improved incentive target disclosure going forward.
International Business Machines Corporation	IBM	USA	26/04/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.
International Business Machines Corporation	IBM	USA	26/04/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
International Business Machines Corporation	IBM	USA	26/04/2022	Labor Issues - Discrimination and Miscellaneous	Report on Concealment Clauses	For	For	A vote FOR this proposal is warranted because more information would help shareholders understand how the company is assessing and managing the risks of using of concealment clauses, particularly risks pertaining to age discrimination claims that have been pursued through arbitration and the related controversies.
Intercontinental Exchange, Inc.	ICE	USA	13/05/2022	Elect Director	Elect Director Sharon Y. Bowen	For	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, Inc.	ICE	USA	13/05/2022	Elect Director	Elect Director Shantella E. Cooper	For	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, Inc.	ICE	USA	13/05/2022	Elect Director	Elect Director Duriya M. Faraoui	For	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, Inc.	ICE	USA	13/05/2022	Elect Director	Elect Director The Right Hon. the Lord Hague of Richmond	For	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, Inc.	ICE	USA	13/05/2022	Elect Director	Elect Director Mark F. Mulhern	For	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, Inc.	ICE	USA	13/05/2022	Elect Director	Elect Director Thomas E. Noonan	For	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, Inc.	ICE	USA	13/05/2022	Elect Director	Elect Director Caroline L. Silver	For	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, Inc.	ICE	USA	13/05/2022	Elect Director	Elect Director Jeffrey C. Sprecher	For	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, Inc.	ICE	USA	13/05/2022	Elect Director	Elect Director Judith A. Spieser	For	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, Inc.	ICE	USA	13/05/2022	Elect Director	Elect Director Martha A. Tirinnanzi	For	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, Inc.	ICE	USA	13/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. A majority of short- and long-term incentives are based on objective performance criteria, with performance targets set above corresponding targets and actual performance for the prior year. However, executives can receive target payouts of TSR-based PSUs for performance at the index median, which shareholders typically do not view as a particularly rigorous goal. In addition, EBITDA-based PSUs have a performance period of only one year.
Intercontinental Exchange, Inc.	ICE	USA	13/05/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Intercontinental Exchange, Inc.	ICE	USA	13/05/2022	Approve Non-Employee Director Stock Option Plan	Approve Non-Employee Director Stock Option Plan	For	For	A vote FOR this proposal is warranted given that: * The shareholder value transfer appears to be within a reasonable range; * The plan does not allow for repricing of stock options without prior shareholder approval; and * The equity burn rate is reasonable.
Intercontinental Exchange, Inc.	ICE	USA	13/05/2022	Reduce Supermajority Vote Requirement	Eliminate Supermajority Vote Requirement to Amend Certificate of Incorporation and Bylaws	For	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirements would enhance shareholder rights.

Intercontinental Exchange, Inc.	ICE	USA	13/05/2022	Amend Right to Call Special Meeting	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 20%	For	For	A vote FOR this binding proposal is warranted, as lowering the ownership threshold to call a special meeting from 50 percent to 20 percent of outstanding shares would enhance shareholder rights.
Intercontinental Exchange, Inc.	ICE	USA	13/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Intercontinental Exchange, Inc.	ICE	USA	13/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	For	For	A vote FOR this proposal is warranted. Lowering the ownership threshold from 50 percent (or 20 percent, if Item 6 is approved) to 10 percent would improve shareholders' ability to use the special meeting right while the risk of abuse of the right would remain small.
Intermediate Capital Group Plc	ICP	United Kingdom	29/07/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Intermediate Capital Group Plc	ICP	United Kingdom	29/07/2021	Elect Director	Re-elect Kathryn Purves as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Intermediate Capital Group Plc	ICP	United Kingdom	29/07/2021	Elect Director	Re-elect Amy Scholdager as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Intermediate Capital Group Plc	ICP	United Kingdom	29/07/2021	Elect Director	Re-elect Andrew Sykes as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Intermediate Capital Group Plc	ICP	United Kingdom	29/07/2021	Elect Director	Re-elect Stephen Walton as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Intermediate Capital Group Plc	ICP	United Kingdom	29/07/2021	Elect Director	Re-elect Lord Davies of Abersoch as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Intermediate Capital Group Plc	ICP	United Kingdom	29/07/2021	Elect Director	Re-elect Anje Hensel-Roth as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Intermediate Capital Group Plc	ICP	United Kingdom	29/07/2021	Elect Director	Elect Rosemary Leith as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Intermediate Capital Group Plc	ICP	United Kingdom	29/07/2021	Elect Director	Elect Matthew Lester as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Intermediate Capital Group Plc	ICP	United Kingdom	29/07/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Intermediate Capital Group Plc	ICP	United Kingdom	29/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Intermediate Capital Group Plc	ICP	United Kingdom	29/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted although it is not without concerns: " There is scope for improved disclosures on the target setting methodology." The final remuneration packages are considered to be competitively positioned against peers. The main reasons for support are: " Disclosure levels have improved from previous years." No material concerns have been identified with the alignment of pay and performance.
Intermediate Capital Group Plc	ICP	United Kingdom	29/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Intermediate Capital Group Plc	ICP	United Kingdom	29/07/2021	Authorize Share Repurchase Program	Authorize Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Intermediate Capital Group Plc	ICP	United Kingdom	29/07/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorize the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Intermediate Capital Group Plc	ICP	United Kingdom	29/07/2021	Ratify Auditors	Reappoint Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Intermediate Capital Group Plc	ICP	United Kingdom	29/07/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Intermediate Capital Group Plc	ICP	United Kingdom	29/07/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Intermediate Capital Group Plc	ICP	United Kingdom	29/07/2021	Elect Director	Re-elect Vijay Bhargava as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Intermediate Capital Group Plc	ICP	United Kingdom	29/07/2021	Elect Director	Re-elect Benoit Durteste as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Intermediate Capital Group Plc	ICP	United Kingdom	29/07/2021	Elect Director	Re-elect Virginia Holmes as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Intermediate Capital Group Plc	ICP	United Kingdom	29/07/2021	Elect Director	Re-elect Michael Nelligan as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
IDEXX Laboratories, Inc.	IDXX	USA	11/05/2022	Elect Director	Elect Director Jonathan W. Ayers	For	For	A vote FOR the director nominees is warranted.
IDEXX Laboratories, Inc.	IDXX	USA	11/05/2022	Elect Director	Elect Director Stuart M. Essig	For	For	A vote FOR the director nominees is warranted.
IDEXX Laboratories, Inc.	IDXX	USA	11/05/2022	Elect Director	Elect Director Jonathan J. Mazelsky	For	For	A vote FOR the director nominees is warranted.
IDEXX Laboratories, Inc.	IDXX	USA	11/05/2022	Elect Director	Elect Director M. Anne Szostak	For	For	A vote FOR the director nominees is warranted.
IDEXX Laboratories, Inc.	IDXX	USA	11/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
IDEXX Laboratories, Inc.	IDXX	USA	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. While a concern is noted regarding the majority time-based equity awards and the significant increase in total CEO pay for the year under review, robust company performance mitigates these concerns at this time as CEO pay and company performance remain reasonably aligned. Additionally, the CEO's annual incentive awards are based predominantly on objective financial performance metrics with clearly disclosed targets.
IDP Education Limited	IEL	Australia	19/10/2021	Elect Director	Elect Chris Leptos as Director	For	For	A vote FOR the re-election of independent non-executive directors Chris Leptos (Item 2a) and Colin Stirling (Item 2b) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
IDP Education Limited	IEL	Australia	19/10/2021	Elect Director	Elect Colin J. Stirling as Director	For	For	A vote FOR the re-election of independent non-executive directors Chris Leptos (Item 2a) and Colin Stirling (Item 2b) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
IDP Education Limited	IEL	Australia	19/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the remuneration report (Item 3) is warranted due to the following issues: " The CEO's FY21 STI bonus increased substantially by 53.6 percent over the prior year despite the company reporting weaker financial results and receiving \$7.973 million in government JobKeeper subsidies for the year under review as compared to \$4.5 million in the prior year;" The continued absence of appropriate disclosure in the STI, and concerns over the rigor of the EBIT target; and" The company has again failed to put an LTI grant resolution for shareholder approval at the AGM as a matter of good corporate governance.
IDP Education Limited	IEL	Australia	19/10/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A qualified vote FOR this resolution is warranted despite the substantial level of increase in the fee cap. Based on a review, non-executive director fees are not considered contentious and over the last two fiscal years, with directors agreeing to take a reduction in fees in response to the impact of the COVID-19 lockdowns and restrictions. As a result of this, total director remuneration declined by 2.6 percent from FY20 to FY21 and declined by five percent from FY19 to FY20. Whilst some shareholders may consider the proposed fee cap increase to be excessive, the current fee cap would provide the board with scope to appoint one additional director, which may hinder further board refreshment and appointment of additional independent directors. Furthermore, the board discloses in the notice of meeting that for FY22, there are expected to be only minor director remuneration changes pertaining to committee fees for some non-executive directors.
IDEX Corporation	IEX	USA	6/05/2022	Elect Director	Elect Director Livingston L. Satterthwaite	For	For	A vote FOR the director nominees is warranted.
IDEX Corporation	IEX	USA	6/05/2022	Elect Director	Elect Director David C. Parry	For	For	A vote FOR the director nominees is warranted.
IDEX Corporation	IEX	USA	6/05/2022	Elect Director	Elect Director Eric D. Ashleman	For	For	A vote FOR the director nominees is warranted.
IDEX Corporation	IEX	USA	6/05/2022	Elect Director	Elect Director L. Paris Watts-Stanfield	For	For	A vote FOR the director nominees is warranted.
IDEX Corporation	IEX	USA	6/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.
IDEX Corporation	IEX	USA	6/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
International Flavors & Fragrances Inc.	IFF	USA	4/05/2022	Elect Director	Elect Director Kathryn J. Boor	For	For	A vote FOR the director nominees is warranted.
International Flavors & Fragrances Inc.	IFF	USA	4/05/2022	Elect Director	Elect Director Edward D. Breen	For	For	A vote FOR the director nominees is warranted.
International Flavors & Fragrances Inc.	IFF	USA	4/05/2022	Elect Director	Elect Director Barry A. Bruno	For	For	A vote FOR the director nominees is warranted.
International Flavors & Fragrances Inc.	IFF	USA	4/05/2022	Elect Director	Elect Director Frank Clyburn	For	For	A vote FOR the director nominees is warranted.
International Flavors & Fragrances Inc.	IFF	USA	4/05/2022	Elect Director	Elect Director Carol Anthony (John) Davidson	For	For	A vote FOR the director nominees is warranted.
International Flavors & Fragrances Inc.	IFF	USA	4/05/2022	Elect Director	Elect Director Michael L. Ducker	For	For	A vote FOR the director nominees is warranted.
International Flavors & Fragrances Inc.	IFF	USA	4/05/2022	Elect Director	Elect Director Roger W. Ferguson, Jr.	For	For	A vote FOR the director nominees is warranted.
International Flavors & Fragrances Inc.	IFF	USA	4/05/2022	Elect Director	Elect Director John F. Ferraro	For	For	A vote FOR the director nominees is warranted.
International Flavors & Fragrances Inc.	IFF	USA	4/05/2022	Elect Director	Elect Director Christina Gold	For	For	A vote FOR the director nominees is warranted.
International Flavors & Fragrances Inc.	IFF	USA	4/05/2022	Elect Director	Elect Director Ilene Gordon	For	For	A vote FOR the director nominees is warranted.
International Flavors & Fragrances Inc.	IFF	USA	4/05/2022	Elect Director	Elect Director Matthias J. Heinzl	For	For	A vote FOR the director nominees is warranted.
International Flavors & Fragrances Inc.	IFF	USA	4/05/2022	Elect Director	Elect Director Dale F. Morrison	For	For	A vote FOR the director nominees is warranted.
International Flavors & Fragrances Inc.	IFF	USA	4/05/2022	Elect Director	Elect Director Kare Schultz	For	For	A vote FOR the director nominees is warranted.
International Flavors & Fragrances Inc.	IFF	USA	4/05/2022	Elect Director	Elect Director Stephen Williamson	For	For	A vote FOR the director nominees is warranted.
International Flavors & Fragrances Inc.	IFF	USA	4/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
International Flavors & Fragrances Inc.	IFF	USA	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	After review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Furthermore, outcomes under the annual and long-term incentive programs are commensurate with company performance and shareholder outcomes. Additionally, although the committee has historically benchmarked pay above the median of comparable peers, it states that it will adopt a median compensation strategy for 2022.

IOOF Holdings Ltd.	IFL	Australia	25/11/2021	Elect Director	Elect Allan Griffiths as Director	Against	Against	Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance.* Votes AGAINST board chair Allan Griffiths are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm.Votes FOR remaining nominee Andrew Bloore are warranted.
IOOF Holdings Ltd.	IFL	Australia	25/11/2021	Elect Director	Elect Andrew Bloore as Director	For	For	Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance.* Votes AGAINST board chair Allan Griffiths are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm.Votes FOR remaining nominee Andrew Bloore are warranted.
IOOF Holdings Ltd.	IFL	Australia	25/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report (Item 3) is warranted.* Quantitative pay-for-performance analysis indicates that there is low concern for misalignment of pay and performance and shareholder outcomes.* The CEO, CFO and non-executive directors took a reduction in base pay for six months from 1 August 2020.* LTI vesting did not meet performance targets, although a transitional tenure-only component vested for 50 percent.The qualification is to reflect the following concerns* that 50 percent of the LTI that vested during the year had a service-only component which is not linked to performance or shareholder interests. This aspect of the LTI has now been removed from future plans.* Poor disclosure of annually-assessed (notional STI) thresholds, targets and achievements to justify the bonuses.
IOOF Holdings Ltd.	IFL	Australia	25/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Renato Mota	For	For	A qualified vote FOR the grant of performance rights to CEO Renato Mota is warranted.* The quantum of the grant at 115 percent of the CEO's fixed remuneration is not excessive.* 40 percent is assessed against relative TSR over a four-year performance period.* The award in equity only and incorporates the combination of conventional STI and LTIs, in conjunction with the introduction of minimum shareholding requirements to align executives with shareholders; and* All awards (including the annually assessed notional STI component) vest only after the end of the four-year grant period.The qualification is to highlight concerns for the absence of any disclosure of specific and quantified targets for the annually assessed hurdles.
IOOF Holdings Ltd.	IFL	Australia	25/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Increase of Non-Executive Director Fee Pool	For	For	A qualified vote FOR this resolution is warranted. The available headroom under the current non-executive director fee pool is sufficient to appoint one additional director which may be insufficient for board refreshment purposes. This recommendation is qualified to highlight that the size of the increase of 40 percent is significant.
IOOF Holdings Ltd.	IFL	Australia	25/11/2021	Change Company Name	Approve the Change of Company Name to Insignia Financial Ltd	For	For	A vote FOR this resolution is warranted on the basis that no corporate governance concerns have been identified.
Infomedia Limited	IFM	Australia	25/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted. The Sustainability Advisory Services quantitative pay-for-performance analysis indicates a low level of concern for misalignment of pay and performance and shareholder outcomes. No LTIs were due to vest in FY21 and all of the unvested LTI of former CFO Richard Leon lapsed upon cessation as KMP.Qualification is based on the following:* The absence of robust STI disclosure (no information on the qualified gateway and KPI targets) which makes it impossible for shareholders to independently evaluate the rigor of the targets set and determine whether these are in line with their expectations. This concern is particularly relevant in FY21 as the cash EBITDA measure was achieved at 99 percent of target when the FY21 cash EBITDA result was lower than the prior year. Some shareholders may question the rigor of the targets set.* Contrary to investor expectations for better corporate governance practice, the company does not require any deferral of the STI bonus and there continues to be no minimum shareholding guidelines for directors and executives.
Infomedia Limited	IFM	Australia	25/11/2021	Elect Director	Elect Jim Hassell as Director	For	For	A vote FOR the election of Interim CEO Jim Hassell and the re-election of non-executive Chair Bart Vogel is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
Infomedia Limited	IFM	Australia	25/11/2021	Elect Director	Elect Bart Vogel as Director	For	For	A vote FOR the election of Interim CEO Jim Hassell and the re-election of non-executive Chair Bart Vogel is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
IGO Ltd.	IGO	Australia	18/11/2021	Elect Director	Elect Keith Spence as Director	For	For	A vote FOR the election/re-election of independent non-executive directors Keith Spence (Item 1), Michael Nossal (Item 2) and Xiaoping Yang (Item 3) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
IGO Ltd.	IGO	Australia	18/11/2021	Elect Director	Elect Michael Nossal as Director	For	For	A vote FOR the election/re-election of independent non-executive directors Keith Spence (Item 1), Michael Nossal (Item 2) and Xiaoping Yang (Item 3) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
IGO Ltd.	IGO	Australia	18/11/2021	Elect Director	Elect Xiaoping Yang as Director	For	For	A vote FOR the election/re-election of independent non-executive directors Keith Spence (Item 1), Michael Nossal (Item 2) and Xiaoping Yang (Item 3) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
IGO Ltd.	IGO	Australia	18/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted given that executive pay appear reasonably aligned with better company performance and the LTI program is in line with good market practice, given the three-year vesting period and rigorous performance goals. In addition, the company disclosed most of the actual STI performance targets and results.
IGO Ltd.	IGO	Australia	18/11/2021	Approve Share Plan Grant	Approve Issuance of Service Rights to Peter Bradford	For	For	A vote FOR this resolution (Item 5) is warranted given that the service rights represent the deferred portion of the already-earned incentive compensation award and the settlement of awards in equity will further align the executive's interest with those of shareholders. A qualified vote FOR this resolution (Item 6) is warranted because the grant broadly conform to market practice and shareholder requirements. The quantum is not excessive, performance period is at the minimum accepted in this market of three years, and the performance hurdles appear appropriate. Governance concerns exist for the 'false choice' essentially overriding the shareholder vote on this resolution, such that failure to approve the grant would not change the board awarding the LTI in cash.
IGO Ltd.	IGO	Australia	18/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Peter Bradford	For	For	A vote FOR this resolution (Item 5) is warranted given that the service rights represent the deferred portion of the already-earned incentive compensation award and the settlement of awards in equity will further align the executive's interest with those of shareholders. A qualified vote FOR this resolution (Item 6) is warranted because the grant broadly conform to market practice and shareholder requirements. The quantum is not excessive, performance period is at the minimum accepted in this market of three years, and the performance hurdles appear appropriate. Governance concerns exist for the 'false choice' essentially overriding the shareholder vote on this resolution, such that failure to approve the grant would not change the board awarding the LTI in cash.
IGO Ltd.	IGO	Australia	18/11/2021	Amend Terms of Outstanding Options	Approve Amendment to Terms of Performance Rights	For	For	A vote FOR this resolution is warranted as the proposed changes, on balance, are not contentious. Following the amendments, the terms of the performance rights would still broadly conform to market practice and shareholder requirements.
InterContinental Hotels Group Plc	IHG	United Kingdom	6/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
InterContinental Hotels Group Plc	IHG	United Kingdom	6/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
InterContinental Hotels Group Plc	IHG	United Kingdom	6/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
InterContinental Hotels Group Plc	IHG	United Kingdom	6/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
InterContinental Hotels Group Plc	IHG	United Kingdom	6/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted although it is not without concern.* The Remuneration Committee exercised discretion to increase the vesting of the FY2019 LTIP awards from nil to 20%. The main reasons for support are: * The company has provided a compelling rationale for the use of discretion taking into account the impact of the pandemic in the latter period of the performance cycle.* The financial performance of the company has improved in FY2021 and the overall pay outcomes do not stand out as excessive for a FTSE 100 company.* The pay levels for the EDs are in line with the overall positive shareholder and stakeholder experience.
InterContinental Hotels Group Plc	IHG	United Kingdom	6/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
InterContinental Hotels Group Plc	IHG	United Kingdom	6/05/2022	Elect Director	Re-elect Graham Allan as Director	For	For	Items 4a-4f and 4h-4i: Elect Directors A vote FOR these directors is considered warranted, as no material concerns have been identified. Item 4g: Re-elect Paul Edgecliffe-Johnson A vote FOR the re-election of Paul Edgecliffe-Johnson is warranted, although it is not with concern because: * He served as Audit Committee member of Thomas Cook Group plc, which entered into compulsory liquidation on 23 September 2019. The FRC, the UK's regulatory body for audit, has launched an investigation into the collapse of Thomas Cook Group plc. The main reason for support is: * The FRC's investigation into Thomas Cook Group plc remains ongoing and its outcome is pending.
InterContinental Hotels Group Plc	IHG	United Kingdom	6/05/2022	Elect Director	Re-elect Daniela Barone Soares as Director	For	For	Items 4a-4f and 4h-4i: Elect Directors A vote FOR these directors is considered warranted, as no material concerns have been identified. Item 4g: Re-elect Paul Edgecliffe-Johnson A vote FOR the re-election of Paul Edgecliffe-Johnson is warranted, although it is not with concern because: * He served as Audit Committee member of Thomas Cook Group plc, which entered into compulsory liquidation on 23 September 2019. The FRC, the UK's regulatory body for audit, has launched an investigation into the collapse of Thomas Cook Group plc. The main reason for support is: * The FRC's investigation into Thomas Cook Group plc remains ongoing and its outcome is pending.
InterContinental Hotels Group Plc	IHG	United Kingdom	6/05/2022	Elect Director	Re-elect Keith Barr as Director	For	For	Items 4a-4f and 4h-4i: Elect Directors A vote FOR these directors is considered warranted, as no material concerns have been identified. Item 4g: Re-elect Paul Edgecliffe-Johnson A vote FOR the re-election of Paul Edgecliffe-Johnson is warranted, although it is not with concern because: * He served as Audit Committee member of Thomas Cook Group plc, which entered into compulsory liquidation on 23 September 2019. The FRC, the UK's regulatory body for audit, has launched an investigation into the collapse of Thomas Cook Group plc. The main reason for support is: * The FRC's investigation into Thomas Cook Group plc remains ongoing and its outcome is pending.
InterContinental Hotels Group Plc	IHG	United Kingdom	6/05/2022	Elect Director	Re-elect Patrick Cescau as Director	For	For	Items 4a-4f and 4h-4i: Elect Directors A vote FOR these directors is considered warranted, as no material concerns have been identified. Item 4g: Re-elect Paul Edgecliffe-Johnson A vote FOR the re-election of Paul Edgecliffe-Johnson is warranted, although it is not with concern because: * He served as Audit Committee member of Thomas Cook Group plc, which entered into compulsory liquidation on 23 September 2019. The FRC, the UK's regulatory body for audit, has launched an investigation into the collapse of Thomas Cook Group plc. The main reason for support is: * The FRC's investigation into Thomas Cook Group plc remains ongoing and its outcome is pending.

InterContinental Hotels Group Plc	IHG	United Kingdom	6/05/2022	Elect Director	Re-elect Arthur de Haast as Director	For	For	Items 4a-4f and 4h-4i: Elect Directors A vote FOR these directors is considered warranted, as no material concerns have been identified. Item 4g: Re-elect Paul Edgecliffe-Johnson A vote FOR the re-election of Paul Edgecliffe-Johnson is warranted, although it is not with concern because: * He served as Audit Committee member of Thomas Cook Group plc, which entered into compulsory liquidation on 23 September 2019. The FRC, the UK's regulatory body for audit, has launched an investigation into the collapse of Thomas Cook Group plc. The main reason for support is: * The FRC's investigation into Thomas Cook Group plc remains ongoing and its outcome is pending.
InterContinental Hotels Group Plc	IHG	United Kingdom	6/05/2022	Elect Director	Re-elect Ian Dyson as Director	For	For	Items 4a-4f and 4h-4i: Elect Directors A vote FOR these directors is considered warranted, as no material concerns have been identified. Item 4g: Re-elect Paul Edgecliffe-Johnson A vote FOR the re-election of Paul Edgecliffe-Johnson is warranted, although it is not with concern because: * He served as Audit Committee member of Thomas Cook Group plc, which entered into compulsory liquidation on 23 September 2019. The FRC, the UK's regulatory body for audit, has launched an investigation into the collapse of Thomas Cook Group plc. The main reason for support is: * The FRC's investigation into Thomas Cook Group plc remains ongoing and its outcome is pending.
InterContinental Hotels Group Plc	IHG	United Kingdom	6/05/2022	Elect Director	Re-elect Paul Edgecliffe-Johnson as Director	For	For	Items 4a-4f and 4h-4i: Elect Directors A vote FOR these directors is considered warranted, as no material concerns have been identified. Item 4g: Re-elect Paul Edgecliffe-Johnson A vote FOR the re-election of Paul Edgecliffe-Johnson is warranted, although it is not with concern because: * He served as Audit Committee member of Thomas Cook Group plc, which entered into compulsory liquidation on 23 September 2019. The FRC, the UK's regulatory body for audit, has launched an investigation into the collapse of Thomas Cook Group plc. The main reason for support is: * The FRC's investigation into Thomas Cook Group plc remains ongoing and its outcome is pending.
InterContinental Hotels Group Plc	IHG	United Kingdom	6/05/2022	Elect Director	Re-elect Duriya Farooqui as Director	For	For	Items 4a-4f and 4h-4i: Elect Directors A vote FOR these directors is considered warranted, as no material concerns have been identified. Item 4g: Re-elect Paul Edgecliffe-Johnson A vote FOR the re-election of Paul Edgecliffe-Johnson is warranted, although it is not with concern because: * He served as Audit Committee member of Thomas Cook Group plc, which entered into compulsory liquidation on 23 September 2019. The FRC, the UK's regulatory body for audit, has launched an investigation into the collapse of Thomas Cook Group plc. The main reason for support is: * The FRC's investigation into Thomas Cook Group plc remains ongoing and its outcome is pending.
InterContinental Hotels Group Plc	IHG	United Kingdom	6/05/2022	Elect Director	Re-elect Jo Harlow as Director	For	For	Items 4a-4f and 4h-4i: Elect Directors A vote FOR these directors is considered warranted, as no material concerns have been identified. Item 4g: Re-elect Paul Edgecliffe-Johnson A vote FOR the re-election of Paul Edgecliffe-Johnson is warranted, although it is not with concern because: * He served as Audit Committee member of Thomas Cook Group plc, which entered into compulsory liquidation on 23 September 2019. The FRC, the UK's regulatory body for audit, has launched an investigation into the collapse of Thomas Cook Group plc. The main reason for support is: * The FRC's investigation into Thomas Cook Group plc remains ongoing and its outcome is pending.
InterContinental Hotels Group Plc	IHG	United Kingdom	6/05/2022	Elect Director	Re-elect Elie Maalouf as Director	For	For	Items 4a-4f and 4h-4i: Elect Directors A vote FOR these directors is considered warranted, as no material concerns have been identified. Item 4g: Re-elect Paul Edgecliffe-Johnson A vote FOR the re-election of Paul Edgecliffe-Johnson is warranted, although it is not with concern because: * He served as Audit Committee member of Thomas Cook Group plc, which entered into compulsory liquidation on 23 September 2019. The FRC, the UK's regulatory body for audit, has launched an investigation into the collapse of Thomas Cook Group plc. The main reason for support is: * The FRC's investigation into Thomas Cook Group plc remains ongoing and its outcome is pending.
InterContinental Hotels Group Plc	IHG	United Kingdom	6/05/2022	Elect Director	Re-elect Jill McDonald as Director	For	For	Items 4a-4f and 4h-4i: Elect Directors A vote FOR these directors is considered warranted, as no material concerns have been identified. Item 4g: Re-elect Paul Edgecliffe-Johnson A vote FOR the re-election of Paul Edgecliffe-Johnson is warranted, although it is not with concern because: * He served as Audit Committee member of Thomas Cook Group plc, which entered into compulsory liquidation on 23 September 2019. The FRC, the UK's regulatory body for audit, has launched an investigation into the collapse of Thomas Cook Group plc. The main reason for support is: * The FRC's investigation into Thomas Cook Group plc remains ongoing and its outcome is pending.
InterContinental Hotels Group Plc	IHG	United Kingdom	6/05/2022	Elect Director	Re-elect Sharon Rothstein as Director	For	For	Items 4a-4f and 4h-4i: Elect Directors A vote FOR these directors is considered warranted, as no material concerns have been identified. Item 4g: Re-elect Paul Edgecliffe-Johnson A vote FOR the re-election of Paul Edgecliffe-Johnson is warranted, although it is not with concern because: * He served as Audit Committee member of Thomas Cook Group plc, which entered into compulsory liquidation on 23 September 2019. The FRC, the UK's regulatory body for audit, has launched an investigation into the collapse of Thomas Cook Group plc. The main reason for support is: * The FRC's investigation into Thomas Cook Group plc remains ongoing and its outcome is pending.
InterContinental Hotels Group Plc	IHG	United Kingdom	6/05/2022	Ratify Auditors	Reappoint Pricewaterhouse Coopers LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
InterContinental Hotels Group Plc	IHG	United Kingdom	6/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
InterContinental Hotels Group Plc	IHG	United Kingdom	6/05/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
InterContinental Hotels Group Plc	IHG	United Kingdom	6/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
InterContinental Hotels Group Plc	IHG	United Kingdom	6/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
3i Group Plc	III	United Kingdom	1/07/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
3i Group Plc	III	United Kingdom	1/07/2021	Elect Director	Re-elect Alexandra Schaapveld as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
3i Group Plc	III	United Kingdom	1/07/2021	Elect Director	Re-elect Simon Thompson as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
3i Group Plc	III	United Kingdom	1/07/2021	Elect Director	Re-elect Julia Wilson as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
3i Group Plc	III	United Kingdom	1/07/2021	Ratify Auditors	Reappoint KPMG LLP as Auditors	For	For	A vote FOR this resolution is considered warranted at this time.
3i Group Plc	III	United Kingdom	1/07/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board Acting Through the Audit and Compliance Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
3i Group Plc	III	United Kingdom	1/07/2021	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
3i Group Plc	III	United Kingdom	1/07/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
3i Group Plc	III	United Kingdom	1/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
3i Group Plc	III	United Kingdom	1/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
3i Group Plc	III	United Kingdom	1/07/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
3i Group Plc	III	United Kingdom	1/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is considered warranted, although it is not without concerns for shareholders: * There remains scope for increased transparency around the qualitative elements of the bonus; and * The LTIP continues to be wholly contingent upon TSR performance, with half of the award subject to absolute TSR targets. The main reasons for support are: * Pay and performance appear to be broadly aligned; and * No other significant concerns have been identified.
3i Group Plc	III	United Kingdom	1/07/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
3i Group Plc	III	United Kingdom	1/07/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
3i Group Plc	III	United Kingdom	1/07/2021	Elect Director	Re-elect Caroline Banszky as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
3i Group Plc	III	United Kingdom	1/07/2021	Elect Director	Re-elect Simon Borrows as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
3i Group Plc	III	United Kingdom	1/07/2021	Elect Director	Re-elect Stephen Dainith as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
3i Group Plc	III	United Kingdom	1/07/2021	Elect Director	Re-elect David Hutchison as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
3i Group Plc	III	United Kingdom	1/07/2021	Elect Director	Re-elect Coline McConville as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
3i Group Plc	III	United Kingdom	1/07/2021	Elect Director	Elect Peter McKellar as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
3i Group PLC	III	United Kingdom	1/07/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
3i Group PLC	III	United Kingdom	1/07/2021	Elect Director	Elect Leslie Knox as Director	For	For	Item 10 A vote FOR the re-election of Leslie Knox is considered warranted, although it is not without concerns: * Lesley Knox was a NED and member of the audit committee at Thomas Cook plc, which entered liquidation in September 2019. However, the events at Thomas Cook remain under investigation. Qualified support is warranted at this time. Items 4-9 and 11-13 A vote FOR these candidates is warranted as no significant concerns have been identified.
3i Group PLC	III	United Kingdom	1/07/2021	Elect Director	Re-elect Coline McConville as Director	For	For	Item 10 A vote FOR the re-election of Leslie Knox is considered warranted, although it is not without concerns: * Lesley Knox was a NED and member of the audit committee at Thomas Cook plc, which entered liquidation in September 2019. However, the events at Thomas Cook remain under investigation. Qualified support is warranted at this time. Items 4-9 and 11-13 A vote FOR these candidates is warranted as no significant concerns have been identified.
3i Group PLC	III	United Kingdom	1/07/2021	Elect Director	Re-elect Peter McKellar as Director	For	For	Item 10 A vote FOR the re-election of Leslie Knox is considered warranted, although it is not without concerns: * Lesley Knox was a NED and member of the audit committee at Thomas Cook plc, which entered liquidation in September 2019. However, the events at Thomas Cook remain under investigation. Qualified support is warranted at this time. Items 4-9 and 11-13 A vote FOR these candidates is warranted as no significant concerns have been identified.
3i Group PLC	III	United Kingdom	1/07/2021	Elect Director	Re-elect Alexandra Schaapveld as Director	For	For	Item 10 A vote FOR the re-election of Leslie Knox is considered warranted, although it is not without concerns: * Lesley Knox was a NED and member of the audit committee at Thomas Cook plc, which entered liquidation in September 2019. However, the events at Thomas Cook remain under investigation. Qualified support is warranted at this time. Items 4-9 and 11-13 A vote FOR these candidates is warranted as no significant concerns have been identified.
3i Group PLC	III	United Kingdom	1/07/2021	Ratify Auditors	Reappoint KPMG LLP as Auditors	For	For	A vote FOR this resolution is considered warranted at this time.
3i Group PLC	III	United Kingdom	1/07/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board Acting Through the Audit and Compliance Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
3i Group PLC	III	United Kingdom	1/07/2021	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
3i Group PLC	III	United Kingdom	1/07/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.

3i Group PLC	III	United Kingdom	1/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
3i Group PLC	III	United Kingdom	1/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
3i Group PLC	III	United Kingdom	1/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted although it is not without concern because: " There remains scope for increased transparency around the non-standard elements of the bonus; and " The LTIIP hinges only on TSR performance, both absolute and relative TSR. The main reasons for support are: " Pay and performance appear to be broadly aligned; and " No other significant concerns have been identified. It is noted that quantum is high. However, private equity is an exceptionally high-paying sector; and, as mentioned for the year under review, there has been no misalignment between pay and performance.
3i Group PLC	III	United Kingdom	1/07/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
3i Group PLC	III	United Kingdom	30/06/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
3i Group PLC	III	United Kingdom	1/07/2021	Approve Dividends	Approve Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
3i Group PLC	III	United Kingdom	1/07/2021	Elect Director	Re-elect Caroline Banszky as Director	For	For	Item 10 A vote FOR the re-election of Leslie Knox is considered warranted, although it is not without concerns: " Lesley Knox was a NED and member of the audit committee at Thomas Cook plc, which entered liquidation in September 2019. However, the events at Thomas Cook remain under investigation. Qualified support is warranted at this time. Items 4-9 and 11-13 A vote FOR these candidates is warranted as no significant concerns have been identified.
3i Group PLC	III	United Kingdom	1/07/2021	Elect Director	Re-elect Simon Borrowes as Director	For	For	Item 10 A vote FOR the re-election of Leslie Knox is considered warranted, although it is not without concerns: " Lesley Knox was a NED and member of the audit committee at Thomas Cook plc, which entered liquidation in September 2019. However, the events at Thomas Cook remain under investigation. Qualified support is warranted at this time. Items 4-9 and 11-13 A vote FOR these candidates is warranted as no significant concerns have been identified.
3i Group PLC	III	United Kingdom	1/07/2021	Elect Director	Re-elect Stephen Daintith as Director	For	For	Item 10 A vote FOR the re-election of Leslie Knox is considered warranted, although it is not without concerns: " Lesley Knox was a NED and member of the audit committee at Thomas Cook plc, which entered liquidation in September 2019. However, the events at Thomas Cook remain under investigation. Qualified support is warranted at this time. Items 4-9 and 11-13 A vote FOR these candidates is warranted as no significant concerns have been identified.
3i Group PLC	III	United Kingdom	1/07/2021	Elect Director	Elect Jasi Halai as Director	For	For	Item 10 A vote FOR the re-election of Leslie Knox is considered warranted, although it is not without concerns: " Lesley Knox was a NED and member of the audit committee at Thomas Cook plc, which entered liquidation in September 2019. However, the events at Thomas Cook remain under investigation. Qualified support is warranted at this time. Items 4-9 and 11-13 A vote FOR these candidates is warranted as no significant concerns have been identified.
3i Group PLC	III	United Kingdom	1/07/2021	Elect Director	Elect James Hatchley as Director	For	For	Item 10 A vote FOR the re-election of Leslie Knox is considered warranted, although it is not without concerns: " Lesley Knox was a NED and member of the audit committee at Thomas Cook plc, which entered liquidation in September 2019. However, the events at Thomas Cook remain under investigation. Qualified support is warranted at this time. Items 4-9 and 11-13 A vote FOR these candidates is warranted as no significant concerns have been identified.
3i Group PLC	III	United Kingdom	1/07/2021	Elect Director	Re-elect David Hutchison as Director	For	For	Item 10 A vote FOR the re-election of Leslie Knox is considered warranted, although it is not without concerns: " Lesley Knox was a NED and member of the audit committee at Thomas Cook plc, which entered liquidation in September 2019. However, the events at Thomas Cook remain under investigation. Qualified support is warranted at this time. Items 4-9 and 11-13 A vote FOR these candidates is warranted as no significant concerns have been identified.
Illumina, Inc.	ILMN	USA	26/05/2022	Elect Director	Elect Director Frances Arnold	For	For	A vote FOR the director nominees is warranted.
Illumina, Inc.	ILMN	USA	26/05/2022	Elect Director	Elect Director Francis A. deSouza	For	For	A vote FOR the director nominees is warranted.
Illumina, Inc.	ILMN	USA	26/05/2022	Elect Director	Elect Director Caroline D. Dorsa	For	For	A vote FOR the director nominees is warranted.
Illumina, Inc.	ILMN	USA	26/05/2022	Elect Director	Elect Director Robert S. Epstein	For	For	A vote FOR the director nominees is warranted.
Illumina, Inc.	ILMN	USA	26/05/2022	Elect Director	Elect Director Scott Gottlieb	For	For	A vote FOR the director nominees is warranted.
Illumina, Inc.	ILMN	USA	26/05/2022	Elect Director	Elect Director Gary S. Guthart	For	For	A vote FOR the director nominees is warranted.
Illumina, Inc.	ILMN	USA	26/05/2022	Elect Director	Elect Director Philip W. Schiller	For	For	A vote FOR the director nominees is warranted.
Illumina, Inc.	ILMN	USA	26/05/2022	Elect Director	Elect Director Susan E. Siegel	For	For	A vote FOR the director nominees is warranted.
Illumina, Inc.	ILMN	USA	26/05/2022	Elect Director	Elect Director John W. Thompson	For	For	A vote FOR the director nominees is warranted.
Illumina, Inc.	ILMN	USA	26/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted because only 1.71 percent of the fees paid to the auditor are for non-audit purposes.
Illumina, Inc.	ILMN	USA	26/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of the CEO's equity awards are conditioned on three-year performance targets and annual incentive awards are based entirely on semi-annual financial performance goals.
Illumina, Inc.	ILMN	USA	26/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold	For	For	A vote FOR this proposal is warranted. This shareholder proposal includes a 15 percent ownership threshold which shareholders may view as a more reasonable threshold than the 25 percent threshold proposed by management. This proposal would also represent an enhancement to shareholder rights, as shareholders do not currently have the right to call special meetings.
Illumina, Inc.	ILMN	USA	26/05/2022	Provide Right to Call Special Meeting	Provide Right to Call Special Meeting	For	For	A vote FOR this proposal is warranted as the ability to call special meetings would enhance shareholder rights. Shareholder approval of this proposal would result in the immediate provision of the right to call special meetings with a 25-percent ownership threshold. A shareholder proposal on ballot (Item 4) requests the provision of the right with a 15-percent ownership threshold, which shareholders may view as a more reasonable threshold.
Ilika Resources Limited	ILU	Australia	13/04/2022	Elect Director	Elect Marcelo Bastos as Director	For	For	A vote FOR the re-election of Marcelo Bastos is warranted. No material issues regarding board and committee composition have been identified, nor any wider corporate governance concerns regarding their re-election as director.
Ilika Resources Limited	ILU	Australia	13/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted. There was no increase to executives' fixed remuneration and directors' fees in FY21, and the bonus outcomes under the 2021 EIP are reasonably aligned with the company's performance during FY21 and the longer term. Some persisting concerns include: " Poor disclosure of bonus objectives which is inconsistent with good governance in the local market. Specific and quantified hurdles for the financial metric continue not to be disclosed at threshold, target and stretch performance. " The nature and quantum of the individual targets and non-disclosure of the hurdles, given the typically high level of vesting. These appear more in the nature of bonuses for "day job" divs. " Dividends on unvested shares are available to be paid at the end of the performance period on rights that ultimately vest. A look back to further top up bonuses in inconsistent with the better practices in the Australian market. " The 2018 EIP performance rights vested in full in FY21, based on the company's TSR rank of 68th percentile against peers at the end of the performance period, typically 100 percent vesting commences at the 75th percentile. " A medium level of concern identified in quantitative Pay-for-Performance analysis, when comparing the company to others in Sustainability Advisory Services' identified peer group, given the top up of rights after the Peterra merger.
Ilika Resources Limited	ILU	Australia	13/04/2022	Approve Share Plan Grant	Approve Grant of Share Rights and Performance Rights to Tom O'Leary	For	For	A vote FOR the grant of share rights and performance rights to CEO Tom O'Leary under the 2021 EIP is warranted. " The share rights represent the deferred portion of the earned bonus for the year under the 2021 EIP (essentially equivalent to an STI). Settlement is deferred in equity in equal tranches over a four-year period to further align the CEO with shareholders over that period; and " The performance rights vest four years after the date of grant with a five-year performance period and relative TSR hurdle. This is reasonably aligned with good market practice and long-term shareholder interests and returns. " Quantum is reasonable by market standards and in line with the company's performance in FY21 and over the past three- and five-year benchmarks. However, concerns continue to be notes as in prior years regarding: " The relative TSR measure is not subject to an absolute positive TSR gateway which would otherwise ensure executives are rewarded for positive shareholder returns; and " Dividends on unvested shares, through the payment of a dividend-equivalent amount on performance rights that vest at the end of the performance period, when there is no present entitlement to shares or associated dividends during the performance period
Imperial Brands Plc	IMB	United Kingdom	2/02/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Imperial Brands Plc	IMB	United Kingdom	2/02/2022	Elect Director	Re-elect Simon Langelier as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Imperial Brands Plc	IMB	United Kingdom	2/02/2022	Elect Director	Elect Lukas Paravicini as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Imperial Brands Plc	IMB	United Kingdom	2/02/2022	Elect Director	Elect Diane de Saint Victor as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Imperial Brands Plc	IMB	United Kingdom	2/02/2022	Elect Director	Re-elect Jonathan Stanton as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Imperial Brands Plc	IMB	United Kingdom	2/02/2022	Ratify Auditors	Reappoint Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Imperial Brands Plc	IMB	United Kingdom	2/02/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Imperial Brands Plc	IMB	United Kingdom	2/02/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Imperial Brands Plc	IMB	United Kingdom	2/02/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Imperial Brands Plc	IMB	United Kingdom	2/02/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Imperial Brands Plc	IMB	United Kingdom	2/02/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Imperial Brands Plc	IMB	United Kingdom	2/02/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted, although is not without concern:" CEO Stefan Bomhard's salary was increased by 2.5% for FY2022, which follows significant shareholder dissent at the 2021 AGM that was attributed to concerns in relation to his starting salary.The main reasons for support are:" Stefan Bomhard's salary increase is in line with that of the wider workforce;" The Company has reduced the FY2021 LTIIP grant for the CEO from 350% to 315% of salary in light of shareholder concerns raised at the 2021 AGM;" The incoming CFO's salary has been set below that of his predecessor; and" No material disconnect has been identified between pay and performance.
Imperial Brands Plc	IMB	United Kingdom	2/02/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Imperial Brands Plc	IMB	United Kingdom	2/02/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Imperial Brands Plc	IMB	United Kingdom	2/02/2022	Elect Director	Re-elect Stefan Bomhard as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.

Imperial Brands Plc	IMB	United Kingdom	2/02/2022	Elect Director	Re-elect Susan Clark as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Imperial Brands Plc	IMB	United Kingdom	2/02/2022	Elect Director	Elect Ngozi Edozien as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Imperial Brands Plc	IMB	United Kingdom	2/02/2022	Elect Director	Re-elect Therese Esperdy as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Imperial Brands Plc	IMB	United Kingdom	2/02/2022	Elect Director	Re-elect Alan Johnson as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Imperial Brands Plc	IMB	United Kingdom	2/02/2022	Elect Director	Re-elect Robert Kunze-Concewicz as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Imperial Oil Limited	IMO	Canada	3/05/2022	Elect Director	Elect Director David W. Cornhill	Withhold	Withhold	WITHHOLD votes are warranted for incumbent Nominating Committee chair David Cornhill for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Imperial Oil Limited	IMO	Canada	3/05/2022	Elect Director	Elect Director Bradley W. Corson	For	For	WITHHOLD votes are warranted for incumbent Nominating Committee chair David Cornhill for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Imperial Oil Limited	IMO	Canada	3/05/2022	Elect Director	Elect Director Matthew R. Crocker	For	For	WITHHOLD votes are warranted for incumbent Nominating Committee chair David Cornhill for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Imperial Oil Limited	IMO	Canada	3/05/2022	Elect Director	Elect Director Krystyna T. Hoeg	For	For	WITHHOLD votes are warranted for incumbent Nominating Committee chair David Cornhill for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Imperial Oil Limited	IMO	Canada	3/05/2022	Elect Director	Elect Director Miranda C. Hubbs	For	For	WITHHOLD votes are warranted for incumbent Nominating Committee chair David Cornhill for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Imperial Oil Limited	IMO	Canada	3/05/2022	Elect Director	Elect Director Jack M. Mintz	For	For	WITHHOLD votes are warranted for incumbent Nominating Committee chair David Cornhill for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Imperial Oil Limited	IMO	Canada	3/05/2022	Elect Director	Elect Director David S. Sutherland	For	For	WITHHOLD votes are warranted for incumbent Nominating Committee chair David Cornhill for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Imperial Oil Limited	IMO	Canada	3/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (0 percent) were reasonable relative to total fees paid to the auditor.
Imperial Oil Limited	IMO	Canada	3/05/2022	Sustainability Activities and Action	Adopt a Policy to Cease Oil and Gas Exploration and Developments	Against	Against	Vote AGAINST the proposal. Overall, Imperial Oil's climate strategy is very limited in itself and also lags behind its direct peers. The company has steps to take before its net-zero efforts are comparable to that of its direct peers and to align with the expectations of the IEA or the UN IPCC. The company and its Canadian peers are currently working with the Canadian Government under its commitment to "net zero" by 2050 to ensure that they are consistent "with the overall economic transition to a low carbon-economy", including competitiveness of their energy projects across global low-carbon transition and net-zero scenarios, and how they avoid supporting activities and assets that are at risk of becoming stranded from declining demand. However, the proposed capex policy cannot be implemented without a full review of the company's strategy to make it sustainable. In addition, none of the company's direct peers has adopted a capex policy ceasing all new investments in new oil and gas projects. As such, support is not warranted at this time
Imugene Limited	IMU	Australia	7/09/2021	Approve Acquisition OR Issue Shares in Connection with Acquisition	Ratify Past Issuance of Tranche 1 Consideration Shares to Vaxinia Vendors	For	For	A vote FOR this resolution is warranted. The issuance of shares to vendors as part consideration for an acquisition retains some alignment of the vendors with the business and shareholders.
Imugene Limited	IMU	Australia	7/09/2021	Approve Acquisition OR Issue Shares in Connection with Acquisition	Approve Issuance of Tranche 1 Consideration Shares to Paul Hopper	For	For	A vote FOR this resolution is warranted.
Imugene Limited	IMU	Australia	7/09/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the adoption of the company's remuneration report is warranted. The remuneration practices of the company on balance are in line with local market standards. Nevertheless, shareholders may be concerned with: " Unsubstantiated substantial increase to executive's fixed remuneration; and" Ongoing lack of disclosure of specific and quantified STI targets, which hinders shareholders' abilities to assess performance alignment and goal rigor setting. Shareholders may seek to express their concerns and require improved disclosure.
Imugene Limited	IMU	Australia	7/09/2021	Elect Director	Elect Axel Hoos as Director	For	For	A vote FOR this nominee is warranted.
Imugene Limited	IMU	Australia	19/11/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Shares and Options to Sophisticated Investors	For	For	A vote FOR this resolution is warranted.
Ingenia Communities Group	INA	Australia	11/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted. No material misalignment between pay and performance and shareholder outcomes is noted. The STI and LTI structures are generally consistent with good market practice. However, the following concerns are identified: " The company paid STI bonuses to its executives while at the same time receiving JobKeeper government subsidies;" There is an absence of disclosure of STI and LTI targets, making it difficult for shareholders to independently assess the rigor of performance hurdles;" There is a relatively high 60-percent weighting of the total STI towards non-financial measures, which are more akin to bonuses for the "day job" rather than measures of outperformance for which a bonus is appropriate;" The company pays dividends on unvested shares, representing a contractual contrivance where there is no present entitlement to any shares or dividends in any period prior to vesting; and" The LTI does not include a positive TSR gateway, which may result in rights being earned despite negative returns.
Ingenia Communities Group	INA	Australia	11/11/2021	Elect Director	Elect James Hazel as Director	For	For	A vote FOR the re-election of independent nonexecutive director James Hazel (Item 3.1) and the election of independent nonexecutive director Sally Evans (Item 3.2) is warranted as no material concerns regarding board and committee composition have been identified regarding their nomination.
Ingenia Communities Group	INA	Australia	11/11/2021	Elect Director	Elect Sally Evans as Director	For	For	A vote FOR the re-election of independent nonexecutive director James Hazel (Item 3.1) and the election of independent nonexecutive director Sally Evans (Item 3.2) is warranted as no material concerns regarding board and committee composition have been identified regarding their nomination.
Ingenia Communities Group	INA	Australia	11/11/2021	Approve Share Plan Grant	Approve Grant of FY22 Fixed Remuneration Rights, Short-Term Incentive Plan Rights and Long-Term Incentive Plan Rights to Simon Owen	For	For	A vote FOR these resolutions are warranted given that the structure of the awards is consistent with shareholder interests. The deferral of STI bonuses into rights is consistent with good governance in the Australian market, and the LTI grant is consistent with shareholder interest with reasonable performance period and performance measures. Concerns are noted for the accrual of distributions during the performance period of the LTI which is inconsistent with good governance in this market given that there is no present entitlement to securities or distributions in any period prior to determination of vesting.
Incyte Corporation	INCY	USA	15/06/2022	Elect Director	Elect Director Julian C. Baker	For	For	A vote FOR the director nominees is warranted.
Incyte Corporation	INCY	USA	15/06/2022	Elect Director	Elect Director Jean-Jacques Bienaime	For	For	A vote FOR the director nominees is warranted.
Incyte Corporation	INCY	USA	15/06/2022	Elect Director	Elect Director Ois W. Brawley	For	For	A vote FOR the director nominees is warranted.
Incyte Corporation	INCY	USA	15/06/2022	Elect Director	Elect Director Paul J. Clancy	For	For	A vote FOR the director nominees is warranted.
Incyte Corporation	INCY	USA	15/06/2022	Elect Director	Elect Director Jacquelyn A. Fouse	For	For	A vote FOR the director nominees is warranted.
Incyte Corporation	INCY	USA	15/06/2022	Elect Director	Elect Director Edmund P. Harrigan	For	For	A vote FOR the director nominees is warranted.
Incyte Corporation	INCY	USA	15/06/2022	Elect Director	Elect Director Katherine A. High	For	For	A vote FOR the director nominees is warranted.
Incyte Corporation	INCY	USA	15/06/2022	Elect Director	Elect Director Herve Hoppenot	For	For	A vote FOR the director nominees is warranted.
Incyte Corporation	INCY	USA	15/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although a concern is noted since the annual long-term equity awards remain majority time-based, a vote FOR this proposal is warranted as pay-and-performance are reasonably aligned for the year in review.
Incyte Corporation	INCY	USA	15/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Informa Plc	INF	United Kingdom	16/06/2022	Elect Director	Elect Louise Smalley as Director	For	For	Items 1-7,10 A vote FOR these Directors is warranted as no significant concerns have been identified. Items 8 and 9 A vote FOR these Directors is warranted, but is not without concern for shareholders: " Mary McDowell and Helen Owers served as Remuneration Committee members during the year under review, where ongoing remuneration concerns are raised. The main reason for support is: " There are no other concerns identified in relation to their re-election. Item 11 A vote AGAINST this Director is considered warranted because: " Stephen Davidson was the Remuneration Committee Chair during FY2021. Though he has stepped down as Committee chair due to significant shareholder dissent, he remains a member of the Committee after the AGM. Recurring concerns have been identified around the Company's approach to executive pay; besides the implementation of the Equity Revitalisation Plan, material concerns are raised in relation to the in-flight LTIP awards and the STIP during the year under review.
Informa Plc	INF	United Kingdom	16/06/2022	Elect Director	Re-elect Gill Whitehead as Director	For	For	Items 1-7,10 A vote FOR these Directors is warranted as no significant concerns have been identified. Items 8 and 9 A vote FOR these Directors is warranted, but is not without concern for shareholders: " Mary McDowell and Helen Owers served as Remuneration Committee members during the year under review, where ongoing remuneration concerns are raised. The main reason for support is: " There are no other concerns identified in relation to their re-election. Item 11 A vote AGAINST this Director is considered warranted because: " Stephen Davidson was the Remuneration Committee Chair during FY2021. Though he has stepped down as Committee chair due to significant shareholder dissent, he remains a member of the Committee after the AGM. Recurring concerns have been identified around the Company's approach to executive pay; besides the implementation of the Equity Revitalisation Plan, material concerns are raised in relation to the in-flight LTIP awards and the STIP during the year under review.
Informa Plc	INF	United Kingdom	16/06/2022	Elect Director	Re-elect Stephen Davidson as Director	Against	Against	Items 1-7,10 A vote FOR these Directors is warranted as no significant concerns have been identified. Items 8 and 9 A vote FOR these Directors is warranted, but is not without concern for shareholders: " Mary McDowell and Helen Owers served as Remuneration Committee members during the year under review, where ongoing remuneration concerns are raised. The main reason for support is: " There are no other concerns identified in relation to their re-election. Item 11 A vote AGAINST this Director is considered warranted because: " Stephen Davidson was the Remuneration Committee Chair during FY2021. Though he has stepped down as Committee chair due to significant shareholder dissent, he remains a member of the Committee after the AGM. Recurring concerns have been identified around the Company's approach to executive pay; besides the implementation of the Equity Revitalisation Plan, material concerns are raised in relation to the in-flight LTIP awards and the STIP during the year under review.
Informa Plc	INF	United Kingdom	16/06/2022	Elect Director	Re-elect David Flaschen as Director	For	For	Items 1-7,10 A vote FOR these Directors is warranted as no significant concerns have been identified. Items 8 and 9 A vote FOR these Directors is warranted, but is not without concern for shareholders: " Mary McDowell and Helen Owers served as Remuneration Committee members during the year under review, where ongoing remuneration concerns are raised. The main reason for support is: " There are no other concerns identified in relation to their re-election. Item 11 A vote AGAINST this Director is considered warranted because: " Stephen Davidson was the Remuneration Committee Chair during FY2021. Though he has stepped down as Committee chair due to significant shareholder dissent, he remains a member of the Committee after the AGM. Recurring concerns have been identified around the Company's approach to executive pay; besides the implementation of the Equity Revitalisation Plan, material concerns are raised in relation to the in-flight LTIP awards and the STIP during the year under review.
Informa Plc	INF	United Kingdom	16/06/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.

Informa Plc	INF	United Kingdom	16/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST this item is warranted. * The STIP outcomes have been dependent on largely qualitative measures, making payouts difficult to justify; and * As with the previous year, the performance measures of the in-flight LTIP awards were amended. In so doing, the nil payout under the EPS measure was salvaged by the new cash flow and cash conversion metrics which paid out at maximum.
Informa Plc	INF	United Kingdom	16/06/2022	Ratify Auditors	Reappoint Deloitte LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Informa Plc	INF	United Kingdom	16/06/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Informa Plc	INF	United Kingdom	16/06/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Informa Plc	INF	United Kingdom	16/06/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Informa Plc	INF	United Kingdom	16/06/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR this item is considered warranted, but it is not without concern: * From FY2024, due to the changes in the LTIP and STIP, the CEO stands to receive a higher STIP opportunity, in the wake of issues regarding remuneration quantum in the previous years. The main reason for support is: " There are no overriding concerns with the rest of the remuneration policy.
Informa Plc	INF	United Kingdom	16/06/2022	Elect Director	Elect Joanne Wilson as Director	For	For	Items 1-7,10 A vote FOR these Directors is warranted as no significant concerns have been identified. Items 8 and 9 A vote FOR these Directors is warranted, but is not without concern for shareholders: * Mary McDowell and Helen Owers served as Remuneration Committee members during the year under review, where ongoing remuneration concerns are raised. The main reason for support is: * There are no other concerns identified in relation to their re-election. Item 11 A vote AGAINST this Director is considered warranted because: * Stephen Davidson was the Remuneration Committee Chair during FY2021. Though he has stepped down as Committee chair due to significant shareholder dissent, he remains a member of the Committee after the AGM. Recurring concerns have been identified around the Company's approach to executive pay; besides the implementation of the Equity Revitalisation Plan, material concerns are raised in relation to the in-flight LTIP awards and the STIP during the year under review.
Informa Plc	INF	United Kingdom	16/06/2022	Approve Restricted Stock Plan	Approve Updated Informa Long-Term Incentive Plan	For	For	A vote FOR this item is considered warranted as no significant concerns have been identified.
Informa Plc	INF	United Kingdom	16/06/2022	Approve/Amend Deferred Share Bonus Plan	Approve Updated Informa Deferred Share Bonus Plan	For	For	A vote FOR this item is considered warranted as no significant concerns have been identified.
Informa Plc	INF	United Kingdom	16/06/2022	Amend Restricted Stock Plan	Approve Update to Historical LTIP Rules	For	For	A vote FOR this item is considered warranted as no significant concerns have been identified.
Informa Plc	INF	United Kingdom	16/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Informa Plc	INF	United Kingdom	16/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Informa Plc	INF	United Kingdom	16/06/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Informa Plc	INF	United Kingdom	16/06/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Informa Plc	INF	United Kingdom	16/06/2022	Elect Director	Elect Zheng Yin as Director	For	For	Items 1-7,10 A vote FOR these Directors is warranted as no significant concerns have been identified. Items 8 and 9 A vote FOR these Directors is warranted, but is not without concern for shareholders: * Mary McDowell and Helen Owers served as Remuneration Committee members during the year under review, where ongoing remuneration concerns are raised. The main reason for support is: * There are no other concerns identified in relation to their re-election. Item 11 A vote AGAINST this Director is considered warranted because: * Stephen Davidson was the Remuneration Committee Chair during FY2021. Though he has stepped down as Committee chair due to significant shareholder dissent, he remains a member of the Committee after the AGM. Recurring concerns have been identified around the Company's approach to executive pay; besides the implementation of the Equity Revitalisation Plan, material concerns are raised in relation to the in-flight LTIP awards and the STIP during the year under review.
Informa Plc	INF	United Kingdom	16/06/2022	Elect Director	Re-elect John Rishton as Director	For	For	Items 1-7,10 A vote FOR these Directors is warranted as no significant concerns have been identified. Items 8 and 9 A vote FOR these Directors is warranted, but is not without concern for shareholders: * Mary McDowell and Helen Owers served as Remuneration Committee members during the year under review, where ongoing remuneration concerns are raised. The main reason for support is: * There are no other concerns identified in relation to their re-election. Item 11 A vote AGAINST this Director is considered warranted because: * Stephen Davidson was the Remuneration Committee Chair during FY2021. Though he has stepped down as Committee chair due to significant shareholder dissent, he remains a member of the Committee after the AGM. Recurring concerns have been identified around the Company's approach to executive pay; besides the implementation of the Equity Revitalisation Plan, material concerns are raised in relation to the in-flight LTIP awards and the STIP during the year under review.
Informa Plc	INF	United Kingdom	16/06/2022	Elect Director	Re-elect Stephen Carter as Director	For	For	Items 1-7,10 A vote FOR these Directors is warranted as no significant concerns have been identified. Items 8 and 9 A vote FOR these Directors is warranted, but is not without concern for shareholders: * Mary McDowell and Helen Owers served as Remuneration Committee members during the year under review, where ongoing remuneration concerns are raised. The main reason for support is: * There are no other concerns identified in relation to their re-election. Item 11 A vote AGAINST this Director is considered warranted because: * Stephen Davidson was the Remuneration Committee Chair during FY2021. Though he has stepped down as Committee chair due to significant shareholder dissent, he remains a member of the Committee after the AGM. Recurring concerns have been identified around the Company's approach to executive pay; besides the implementation of the Equity Revitalisation Plan, material concerns are raised in relation to the in-flight LTIP awards and the STIP during the year under review.
Informa Plc	INF	United Kingdom	16/06/2022	Elect Director	Re-elect Gareth Wright as Director	For	For	Items 1-7,10 A vote FOR these Directors is warranted as no significant concerns have been identified. Items 8 and 9 A vote FOR these Directors is warranted, but is not without concern for shareholders: * Mary McDowell and Helen Owers served as Remuneration Committee members during the year under review, where ongoing remuneration concerns are raised. The main reason for support is: * There are no other concerns identified in relation to their re-election. Item 11 A vote AGAINST this Director is considered warranted because: * Stephen Davidson was the Remuneration Committee Chair during FY2021. Though he has stepped down as Committee chair due to significant shareholder dissent, he remains a member of the Committee after the AGM. Recurring concerns have been identified around the Company's approach to executive pay; besides the implementation of the Equity Revitalisation Plan, material concerns are raised in relation to the in-flight LTIP awards and the STIP during the year under review.
Informa Plc	INF	United Kingdom	16/06/2022	Elect Director	Re-elect Patrick Martell as Director	For	For	Items 1-7,10 A vote FOR these Directors is warranted as no significant concerns have been identified. Items 8 and 9 A vote FOR these Directors is warranted, but is not without concern for shareholders: * Mary McDowell and Helen Owers served as Remuneration Committee members during the year under review, where ongoing remuneration concerns are raised. The main reason for support is: * There are no other concerns identified in relation to their re-election. Item 11 A vote AGAINST this Director is considered warranted because: * Stephen Davidson was the Remuneration Committee Chair during FY2021. Though he has stepped down as Committee chair due to significant shareholder dissent, he remains a member of the Committee after the AGM. Recurring concerns have been identified around the Company's approach to executive pay; besides the implementation of the Equity Revitalisation Plan, material concerns are raised in relation to the in-flight LTIP awards and the STIP during the year under review.
Informa Plc	INF	United Kingdom	16/06/2022	Elect Director	Re-elect Mary McDowell as Director	For	For	Items 1-7,10 A vote FOR these Directors is warranted as no significant concerns have been identified. Items 8 and 9 A vote FOR these Directors is warranted, but is not without concern for shareholders: * Mary McDowell and Helen Owers served as Remuneration Committee members during the year under review, where ongoing remuneration concerns are raised. The main reason for support is: * There are no other concerns identified in relation to their re-election. Item 11 A vote AGAINST this Director is considered warranted because: * Stephen Davidson was the Remuneration Committee Chair during FY2021. Though he has stepped down as Committee chair due to significant shareholder dissent, he remains a member of the Committee after the AGM. Recurring concerns have been identified around the Company's approach to executive pay; besides the implementation of the Equity Revitalisation Plan, material concerns are raised in relation to the in-flight LTIP awards and the STIP during the year under review.
Informa Plc	INF	United Kingdom	16/06/2022	Elect Director	Re-elect Helen Owers as Director	For	For	Items 1-7,10 A vote FOR these Directors is warranted as no significant concerns have been identified. Items 8 and 9 A vote FOR these Directors is warranted, but is not without concern for shareholders: * Mary McDowell and Helen Owers served as Remuneration Committee members during the year under review, where ongoing remuneration concerns are raised. The main reason for support is: * There are no other concerns identified in relation to their re-election. Item 11 A vote AGAINST this Director is considered warranted because: * Stephen Davidson was the Remuneration Committee Chair during FY2021. Though he has stepped down as Committee chair due to significant shareholder dissent, he remains a member of the Committee after the AGM. Recurring concerns have been identified around the Company's approach to executive pay; besides the implementation of the Equity Revitalisation Plan, material concerns are raised in relation to the in-flight LTIP awards and the STIP during the year under review.
Inghams Group Limited	ING	Australia	4/11/2021	Elect Director	Elect Linda Bardo Nicholls as Director	For	For	A vote FOR the re-election of Linda Bardo Nicholls is warranted. There are no material issues regarding board and committee composition resulting from her re-election.
Inghams Group Limited	ING	Australia	4/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration resolution is warranted.* Quantitative pay-for-performance analysis indicates a low level of concern for misalignment of pay, performance and shareholder outcomes.* The quantum of the STI is sufficiently transparent and well disclosed.* The individual multiplier reduced the bonuses of the former and new CEO to take into account a significant safety incident during the year.* The FY19 LTI vested at 13.97 percent, which is sufficiently aligned with the company's TSR and EPS over the three-year performance period.
Inghams Group Limited	ING	Australia	4/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Andrew Reeves under the FY22 Long Term Incentive Plan (LTIP)	For	For	A vote FOR the FY22 LTI grant to the CEO is warranted. The structure of the grant is aligned with shareholder interests with a three-year performance period, being at the minimum accepted in this market, and subject to ROIC targets and relative TSR performance hurdles. The quantum of the grant to the new is also reduced from that of the former CEO, although still well above market cap and industry peers.
Inghams Group Limited	ING	Australia	4/11/2021	Amend Terms of Outstanding Options	Amend the Terms of Performance Rights Granted to Management under the FY20 Transformational Incentive Plan (TIP)	For	For	A vote FOR the amendment of the terms of the FY20 TIP is warranted.The FY20 TIP to the CEO was not approved by shareholders at the 2020 AGM given it was linked to strategic targets (50 percent) and financial metrics (50 percent). However, management received this grant.In this proposal, the terms of the FY20 TIP will revert back to the terms of the FY20 LTI which was approved by shareholders at the 2019 AGM, being consistent with market practice and shareholder interests, and including EPS and TSR performance hurdles.

Inghams Group Limited	ING	Australia	4/11/2021	Approve the Spill Resolution	Approve Conditional Spill Resolution	Against	Against	A vote AGAINST this resolution is warranted. A board spill is not considered to be in the best interests of the company or shareholders at this present time.* The board has responded appropriately and taken steps to address many of the concerns expressed by shareholders which gave rise to the "first strike" against the remuneration report at the 2020 AGM, some of which have already been implemented and others which will be implemented in FY22.* The board is seeking to amend the terms of the performance rights granted to management under the FY20 TIP, the terms of which were not aligned with shareholder interests or better market practice, to revert back to the terms of the FY20 LTI which was approved at the 2019 AGM, being consistent with market and shareholder expectation.* The company's FY21 results do not warrant any specific concerns.
ING Groep NV	INGA	Netherlands	25/04/2022	Open Meeting	Open Meeting			No vote is required for this item.
ING Groep NV	INGA	Netherlands	25/04/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Report of Management Board (Non-Voting)			No vote is required for this item.
ING Groep NV	INGA	Netherlands	25/04/2022	Miscellaneous Proposal: Company-Specific	Receive Announcements on Sustainability			This is a non-voting item.
ING Groep NV	INGA	Netherlands	25/04/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Report of Supervisory Board (Non-Voting)			No vote is required for this item.
ING Groep NV	INGA	Netherlands	25/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR is warranted as the remuneration report is broadly in line with market practices and payouts do not appear excessive. However, this is not without noting that the 2020 remuneration report communicated the applicability of two financial performance metrics for performance period of 2021, whereas on an ex-post basis the 2021 remuneration report that four financial metrics were applicable, without further providing a rationale or context.
ING Groep NV	INGA	Netherlands	25/04/2022	Accept Financial Statements and Statutory Reports	Adopt Financial Statements and Statutory Reports	For	For	A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
ING Groep NV	INGA	Netherlands	25/04/2022	Miscellaneous Proposal: Company-Specific	Receive Explanation on Profit Retention and Distribution Policy			This is a non-voting item.
ING Groep NV	INGA	Netherlands	25/04/2022	Approve Dividends	Approve Dividends of EUR 0.62 Per Share	For	For	A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.
ING Groep NV	INGA	Netherlands	25/04/2022	Approve Discharge of Management Board	Approve Discharge of Management Board	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
ING Groep NV	INGA	Netherlands	25/04/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
ING Groep NV	INGA	Netherlands	25/04/2022	Discussion of Supervisory Board Profile	Amendment of Supervisory Board Profile			This is a non-voting item.
ING Groep NV	INGA	Netherlands	25/04/2022	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Grant Board Authority to Issue Shares	For	For	A qualified vote FOR is warranted as the proposals would respect commonly used safeguards with regard to volume and duration and the company provided additional guidance on the application of preemptive rights and ensures at least economic compensation for rights unassumed. However, it is not without concern that certain investors might not be able to participate in a rights offering based on their jurisdiction of residence.
ING Groep NV	INGA	Netherlands	25/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	For	For	A qualified vote FOR is warranted as the proposals would respect commonly used safeguards with regard to volume and duration and the company provided additional guidance on the application of preemptive rights and ensures at least economic compensation for rights unassumed. However, it is not without concern that certain investors might not be able to participate in a rights offering based on their jurisdiction of residence.
ING Groep NV	INGA	Netherlands	25/04/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow ING Groep to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.
ING Groep NV	INGA	Netherlands	25/04/2022	Approve Reduction in Share Capital	Approve Reduction in Share Capital through Cancellation of Shares	For	For	A vote FOR is warranted because the cancellation of shares is in shareholders' interests.
ING Groep NV	INGA	Netherlands	25/04/2022	Amend Articles/Charter to Reflect Changes in Capital	Amend Articles to Reflect Changes in Capital	For	For	A vote FOR is warranted because the cancellation of shares is in shareholders' interests.
ING Groep NV	INGA	Netherlands	25/04/2022	Approve Reduction in Share Capital	Approve Cancellation of Repurchased Shares Pursuant to the Authority under item 7	For	For	A vote FOR is warranted because the cancellation of shares is in shareholders' interests.
Intel Corporation	INTC	USA	12/05/2022	Elect Director	Elect Director Patrick P. Gelsinger	For	For	A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.
Intel Corporation	INTC	USA	12/05/2022	Elect Director	Elect Director James J. Goetz	For	For	A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.
Intel Corporation	INTC	USA	12/05/2022	Elect Director	Elect Director Andrea J. Goldsmith	For	For	A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.
Intel Corporation	INTC	USA	12/05/2022	Elect Director	Elect Director Alyssa H. Henry	Against	Against	A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.
Intel Corporation	INTC	USA	12/05/2022	Elect Director	Elect Director Omar Ishrak	Against	Against	A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.
Intel Corporation	INTC	USA	12/05/2022	Elect Director	Elect Director Risa Lavizzo-Mourey	Against	Against	A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.
Intel Corporation	INTC	USA	12/05/2022	Elect Director	Elect Director Tsu-Jae King Liu	For	For	A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.
Intel Corporation	INTC	USA	12/05/2022	Elect Director	Elect Director Gregory D. Smith	For	For	A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.
Intel Corporation	INTC	USA	12/05/2022	Elect Director	Elect Director Dion J. Weisler	Against	Against	A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.
Intel Corporation	INTC	USA	12/05/2022	Elect Director	Elect Director Frank D. Yeary	For	For	A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.
Intel Corporation	INTC	USA	12/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Intel Corporation	INTC	USA	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	There are concerns regarding the compensation committee's limited degree of responsiveness to last year's failed say-on-pay vote. While the proxy discloses engagement efforts and shareholders' feedback, not all concerns are clearly fully addressed. Moreover, other pay program changes that were made following shareholder outreach are not all clearly positive. This falls short of the robust response that is expected following a failed vote. There are also unmitigated pay-for-performance concerns for the year in review. Annual incentive payouts were made well above target against goals that were lowered after their initial establishment due to a shift in company strategy. Further, NEO participation in a second bonus opportunity is questionable, when the primary program provides substantial pay opportunities (including the new CEO's relatively high target STI opportunity). Moreover, the company will reduce the proportion of performance-conditioned equity for non-CEO NEOs beginning with FY22 grants. Finally, some investors may find that the disclosed changes to both STI and LTI programs for next year do not clearly improve program rigor based on the current level of disclosure. In light of both responsiveness and unmitigated pay-for-performance concerns, a vote AGAINST this proposal is warranted.
Intel Corporation	INTC	USA	12/05/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	Against	Against	Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) * The plan allows broad discretion to accelerate vesting
Intel Corporation	INTC	USA	12/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 15 percent to 10 percent would enhance shareholders' rights.
Intel Corporation	INTC	USA	12/05/2022	Racial Equity and/or Civil Rights Audit	Report on Third-Party Civil Rights Audit	For	For	A vote FOR this proposal is warranted, as it would strengthen the company's commitment towards addressing diversity, equity, and inclusion efforts in its business operations. In addition, it would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.
Intuit Inc.	INTU	USA	20/01/2022	Elect Director	Elect Director Eve Burton	For	For	A vote FOR the director nominees is warranted.
Intuit Inc.	INTU	USA	20/01/2022	Elect Director	Elect Director Scott D. Cook	For	For	A vote FOR the director nominees is warranted.
Intuit Inc.	INTU	USA	20/01/2022	Elect Director	Elect Director Richard L. Dalzell	For	For	A vote FOR the director nominees is warranted.
Intuit Inc.	INTU	USA	20/01/2022	Elect Director	Elect Director Sasan K. Goodarzi	For	For	A vote FOR the director nominees is warranted.
Intuit Inc.	INTU	USA	20/01/2022	Elect Director	Elect Director Deborah Liu	For	For	A vote FOR the director nominees is warranted.
Intuit Inc.	INTU	USA	20/01/2022	Elect Director	Elect Director Tekedra Mawakana	For	For	A vote FOR the director nominees is warranted.
Intuit Inc.	INTU	USA	20/01/2022	Elect Director	Elect Director Suzanne Nora Johnson	For	For	A vote FOR the director nominees is warranted.
Intuit Inc.	INTU	USA	20/01/2022	Elect Director	Elect Director Dennis D. Powell	For	For	A vote FOR the director nominees is warranted.
Intuit Inc.	INTU	USA	20/01/2022	Elect Director	Elect Director Brad D. Smith	For	For	A vote FOR the director nominees is warranted.
Intuit Inc.	INTU	USA	20/01/2022	Elect Director	Elect Director Thomas Szkutak	For	For	A vote FOR the director nominees is warranted.
Intuit Inc.	INTU	USA	20/01/2022	Elect Director	Elect Director Raul Vazquez	For	For	A vote FOR the director nominees is warranted.
Intuit Inc.	INTU	USA	20/01/2022	Elect Director	Elect Director Jeff Weiner	For	For	A vote FOR the director nominees is warranted.
Intuit Inc.	INTU	USA	20/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. The annual incentive plan was sufficiently performance based with awards primarily determined by pre-set financial metrics. Moreover, nearly half of the long-term incentive award is performance-based and utilizes a multi-year performance period.

Intuit Inc.	INTU	USA	20/01/2022	Ratify Auditors Amend Omnibus Stock Plan	Ratify Ernst & Young LLP as Auditors Amend Omnibus Stock Plan	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Intuit Inc.	INTU	USA	20/01/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
IOUpay Limited	IOU	Australia	27/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the adoption of the remuneration report is warranted. The remuneration practices of the company on balance are in line with local market standards. It is also noted that there were no cash bonuses paid to executives in FY21, which is in line with company performance during the year. Nevertheless, shareholders may be concerned with the unacceptable vesting period and absence of performance hurdles of the long term incentives.
IOUpay Limited	IOU	Australia	27/01/2022	Elect Director	Elect Kwong Yang Chong as Director	Against	Against	Votes AGAINST incumbent nominees Kwong Yang Chong, Khairul Ildham Bin Ismail and Byung Moo Shin are warranted for lack of gender diversity on the board.A vote AGAINST the reelection of Paul Russell is warranted as he is an executive director who sits on the company's audit committee.
IOUpay Limited	IOU	Australia	27/01/2022	Elect Director	Elect Khairul Ildham Ismail as Director	Against	Against	Votes AGAINST incumbent nominees Kwong Yang Chong, Khairul Ildham Bin Ismail and Byung Moo Shin are warranted for lack of gender diversity on the board.A vote AGAINST the reelection of Paul Russell is warranted as he is an executive director who sits on the company's audit committee.
IOUpay Limited	IOU	Australia	27/01/2022	Elect Director	Elect Byung Moo Shin as Director	Against	Against	Votes AGAINST incumbent nominees Kwong Yang Chong, Khairul Ildham Bin Ismail and Byung Moo Shin are warranted for lack of gender diversity on the board.A vote AGAINST the reelection of Paul Russell is warranted as he is an executive director who sits on the company's audit committee.
IOUpay Limited	IOU	Australia	27/01/2022	Elect Director	Elect Paul Russell as Director	Against	Against	Votes AGAINST incumbent nominees Kwong Yang Chong, Khairul Ildham Bin Ismail and Byung Moo Shin are warranted for lack of gender diversity on the board.A vote AGAINST the reelection of Paul Russell is warranted as he is an executive director who sits on the company's audit committee.
IOUpay Limited	IOU	Australia	27/01/2022	Ratify Past Issuance of Shares	Ratify Past Issuance of Placement Shares to Placement Participants	For	For	A qualified vote FOR this resolution is warranted because: " The company provided a compelling rationale for the Placement, with the proceeds primarily used to fund the investment in I-Destinasi Sdn Berhad as well as the company's ongoing operations. The success of these undertakings may potentially create shareholder value in the future." The company's financial position is also considered. The independent auditor's report for the company's financial accounts for the year ended June 30, 2021 includes an emphasis of matter statement, with the auditor drawing attention to conditions (i.e., net loss of \$4.79 million, net assets of \$57.04 million, and net cash outflow from operating activities of \$3.96 million) which cast significant doubt on the company's ability to continue as a going concern." The issue price of shares is at a significant premium to the average price of the company's shares prior to the announcement of the Placement.Qualified support is based on the significant dilutive impact of the Placement (i.e., 22.16 percent as of Feb. 22, 2021).
IOUpay Limited	IOU	Australia	27/01/2022	Approve Stock Option Plan Grants	Approve Issuance of Performance Options to Lee Chin Wee	Against	Against	A vote AGAINST these resolutions is warranted because the terms of the grants are not in line with local market standards.
IOUpay Limited	IOU	Australia	27/01/2022	Approve Stock Option Plan Grants	Approve Issuance of Performance Options to Paul Russell	Against	Against	A vote AGAINST these resolutions is warranted because the terms of the grants are not in line with local market standards.
IOUpay Limited	IOU	Australia	27/01/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve the Issuance of Up to 10 Percent of the Company's Issued Capital	For	For	A vote FOR this resolution is warranted.
International Paper Company	IP	USA	9/05/2022	Elect Director	Elect Director Christopher M. Connor	For	For	A vote FOR the director nominees is warranted.
International Paper Company	IP	USA	9/05/2022	Elect Director	Elect Director Ahmet C. Dorduncu	For	For	A vote FOR the director nominees is warranted.
International Paper Company	IP	USA	9/05/2022	Elect Director	Elect Director Ilene S. Gordon	For	For	A vote FOR the director nominees is warranted.
International Paper Company	IP	USA	9/05/2022	Elect Director	Elect Director Anders Gustafsson	For	For	A vote FOR the director nominees is warranted.
International Paper Company	IP	USA	9/05/2022	Elect Director	Elect Director Jacqueline C. Hinman	For	For	A vote FOR the director nominees is warranted.
International Paper Company	IP	USA	9/05/2022	Elect Director	Elect Director Clinton A. Lewis, Jr.	For	For	A vote FOR the director nominees is warranted.
International Paper Company	IP	USA	9/05/2022	Elect Director	Elect Director Donald G. (DG) Macpherson	For	For	A vote FOR the director nominees is warranted.
International Paper Company	IP	USA	9/05/2022	Elect Director	Elect Director Kathryn D. Sullivan	For	For	A vote FOR the director nominees is warranted.
International Paper Company	IP	USA	9/05/2022	Elect Director	Elect Director Mark S. Sutton	For	For	A vote FOR the director nominees is warranted.
International Paper Company	IP	USA	9/05/2022	Elect Director	Elect Director Anton V. Vincent	For	For	A vote FOR the director nominees is warranted.
International Paper Company	IP	USA	9/05/2022	Elect Director	Elect Director Ray G. Young	For	For	A vote FOR the director nominees is warranted.
International Paper Company	IP	USA	9/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
International Paper Company	IP	USA	9/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay is conditioned on objective clearly disclosed financial performance metrics, and the CEO's equity awards are conditioned entirely on long-term performance goals.
International Paper Company	IP	USA	9/05/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
International Paper Company	IP	USA	9/05/2022	Miscellaneous -- Environmental & Social Counterproposal	Report on Costs and Benefits of Environmental Related Expenditures	Against	Against	A vote AGAINST this proposal is warranted as the company already provides sufficient information for shareholders to assess its strategic decisions regarding climate risk and sustainability.
The Interpublic Group of Companies, Inc.	IPG	USA	26/05/2022	Elect Director	Elect Director Jocelyn Carter-Miller	For	For	A vote FOR the director nominees is warranted.
The Interpublic Group of Companies, Inc.	IPG	USA	26/05/2022	Elect Director	Elect Director Mary J. Steele Guilfoile	For	For	A vote FOR the director nominees is warranted.
The Interpublic Group of Companies, Inc.	IPG	USA	26/05/2022	Elect Director	Elect Director Dawn Hudson	For	For	A vote FOR the director nominees is warranted.
The Interpublic Group of Companies, Inc.	IPG	USA	26/05/2022	Elect Director	Elect Director Philippe Krakowsky	For	For	A vote FOR the director nominees is warranted.
The Interpublic Group of Companies, Inc.	IPG	USA	26/05/2022	Elect Director	Elect Director Jonathan F. Miller	For	For	A vote FOR the director nominees is warranted.
The Interpublic Group of Companies, Inc.	IPG	USA	26/05/2022	Elect Director	Elect Director Patrick Q. Moore	For	For	A vote FOR the director nominees is warranted.
The Interpublic Group of Companies, Inc.	IPG	USA	26/05/2022	Elect Director	Elect Director Linda S. Sanford	For	For	A vote FOR the director nominees is warranted.
The Interpublic Group of Companies, Inc.	IPG	USA	26/05/2022	Elect Director	Elect Director David M. Thomas	For	For	A vote FOR the director nominees is warranted.
The Interpublic Group of Companies, Inc.	IPG	USA	26/05/2022	Elect Director	Elect Director E. Lee Wyatt, Jr.	For	For	A vote FOR the director nominees is warranted.
The Interpublic Group of Companies, Inc.	IPG	USA	26/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
The Interpublic Group of Companies, Inc.	IPG	USA	26/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Vote FOR this proposal as pay and performance are reasonably aligned for the year in review. Annual incentives were primarily based on pre-set corporate goals, although some concern exists about the partial disclosure surrounding goals and supplemental awards to NEOs.
The Interpublic Group of Companies, Inc.	IPG	USA	26/05/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
IPG Photonics Corporation	IPGP	USA	24/05/2022	Elect Director	Elect Director Eugene A. Scherbakov	For	For	A vote FOR the director nominees is warranted.
IPG Photonics Corporation	IPGP	USA	24/05/2022	Elect Director	Elect Director Agnes K. Tang	For	For	A vote FOR the director nominees is warranted.
IPG Photonics Corporation	IPGP	USA	24/05/2022	Elect Director	Elect Director Michael C. Child	For	For	A vote FOR the director nominees is warranted.
IPG Photonics Corporation	IPGP	USA	24/05/2022	Elect Director	Elect Director Jeanmarie F. Desmond	For	For	A vote FOR the director nominees is warranted.
IPG Photonics Corporation	IPGP	USA	24/05/2022	Elect Director	Elect Director Gregory P. Dougherty	For	For	A vote FOR the director nominees is warranted.
IPG Photonics Corporation	IPGP	USA	24/05/2022	Elect Director	Elect Director Eric Maurice	For	For	A vote FOR the director nominees is warranted.
IPG Photonics Corporation	IPGP	USA	24/05/2022	Elect Director	Elect Director Natalia Pavlova	For	For	A vote FOR the director nominees is warranted.
IPG Photonics Corporation	IPGP	USA	24/05/2022	Elect Director	Elect Director John R. Peeler	For	For	A vote FOR the director nominees is warranted.
IPG Photonics Corporation	IPGP	USA	24/05/2022	Elect Director	Elect Director Thomas J. Selfert	For	For	A vote FOR the director nominees is warranted.
IPG Photonics Corporation	IPGP	USA	24/05/2022	Elect Director	Elect Director Felix Stukalin	For	For	A vote FOR the director nominees is warranted.
IPG Photonics Corporation	IPGP	USA	24/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
IPH Limited	IPH	Australia	18/11/2021	Elect Director	Elect Robin Low as Director	For	For	A vote FOR the election/re-election of independent non-executive directors Robin Low (Item 3) and Peter Warne (Item 4) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
IPH Limited	IPH	Australia	18/11/2021	Elect Director	Elect Peter Warne as Director	For	For	A vote FOR the election/re-election of independent non-executive directors Robin Low (Item 3) and Peter Warne (Item 4) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
IPH Limited	IPH	Australia	18/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Andrew Blattman	For	For	A qualified vote FOR this resolution is warranted given the grant is consistent with market practice and shareholder interests, with a three-year performance period and well-presented EPS growth target. The qualification is to highlight concerns for: "The high value of the grant compared to peers;" The adoption of only one absolute EPS growth measure prevents an assessment of relative performance and exclude the impact on performance of any upward market movements; and" The plan's rules allow non-executive directors to participate in the plan although there is no present intention to award such grants.
IPH Limited	IPH	Australia	18/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	For	For	A vote FOR this resolution is warranted as no material concerns have been identified and the amendments are not contentious.
IPH Limited	IPH	Australia	18/11/2021	Renew Partial Takeover Provision	Approve Proportional Takeover Provisions	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
IPH Limited	IPH	Australia	18/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted as the Sustainability Advisory Services quantitative pay-for-performance analysis indicates a low level of concern for misalignment of pay and performance and shareholder outcomes. The overall terms of STI and LTI are also generally consistent with local market standards.
Incitec Pivot Limited	IPL	Australia	17/12/2021	Elect Director	Elect Toniaanne Dwyer as Director	For	For	A vote FOR the election of Toniaanne Dwyer (Item 2) and re-election of Bruce Brook (Item 3) is warranted as there are no material issues regarding board and committee composition resulting from their nominations, nor any wider corporate governance issues.
Incitec Pivot Limited	IPL	Australia	17/12/2021	Elect Director	Elect Bruce Brook as Director	For	For	A vote FOR the election of Toniaanne Dwyer (Item 2) and re-election of Bruce Brook (Item 3) is warranted as there are no material issues regarding board and committee composition resulting from their nominations, nor any wider corporate governance issues.

Incitec Pivot Limited	IPL	Australia	17/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted. There were no fixed remuneration increases in FY21. There have been nil STI bonuses in FY20 and FY19, and FY21 STI bonuses were near 50 percent of maximum, which aligns with disclosed achievements against STI performance measures and recognizing the weak performance at Wagga. FY20 and FY21 LTI vesting has also been at low levels of 10 percent and 15 percent of relevant prior period grants. All this supports reasonable alignment of remuneration with shareholder interests. Nevertheless, a qualification is raised to highlight certain concerns: " There is a high concern for misalignment in quantitative pay-for-performance analysis, attributed to the historically excessive LTI grants. " LTI vesting in FY20 and FY21 has been from partial vesting of the non-financial "strategy" performance measure, which involved board subjectivity in assessment and being inconsistent with the negative TSR and below threshold ROE targets which were not met. " The is a persisting potential for misalignment with shareholder interests in the FY21 LTI grant which includes a "long-term value" performance measures and continues to be assessed against undisclosed strategic priorities and potentially involving excessive board discretion and subjectivity. " There is persisting inferior transparency in the STI relative to market and peers, given the continued absence of disclosure of specific and quantified STI targets to allow shareholders to independently assess the rigor of targets and alignment of bonuses and results. " The FY22 STI and FY22 LTI grant are disclosed to include a new ESG performance measure amounting to a 10 percent opportunity in each case, which represents a bonus twice for achieving same outcome (GHG emissions reduction).
Incitec Pivot Limited	IPL	Australia	17/12/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Jeanne Johns	For	For	A qualified vote FOR this grant of performance rights to CEO Jeanne Johns is warranted. " The structure of the grant is similar to the FY21 LTI grant. " The performance period is in line with the minimum accepted in this market at three years, and relative TSR and ROIC performance measures are consistent with shareholder interests. Nevertheless, persisting concerns exist for the following: " The "Long-term Value" metric is subject to undisclosed strategic performance measures, which may be misaligned with shareholder returns as observed in the partial vesting of prior year grants. " Duplication of performance measures in the FY22 STI and FY22 LTI, indicating that bonuses are offered twice for achieving the same objectives in relation to the "Long-term Value" metric and ESG performance measures which appear in both the STI and LTI. " The quantum of the LTI continues to be excessive and above peers. " There is potential for LTI awards to be accelerated in the event of a change in control, which is inconsistent with better market practices.
Incitec Pivot Limited	IPL	Australia	17/12/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted, as the request to amend the company's constitution is potentially broad with no regulatory framework to oversee shareholder proposals.
Incitec Pivot Limited	IPL	Australia	17/12/2021	Report on Climate Change	Approve Paris-aligned Targets	For	For	A vote FOR the disclosure of carbon emission targets is warranted. " The company has set short- and medium-term targets (Scope 1 and 2) targets and has a net zero by 2050 ambition; however, these are not sufficiently robust and significantly rely on carbon offset technologies. " The company's Scope 1 and 2 targets are not aligned with the Paris Agreement goal of limiting global warming to 1.5 degrees Celsius above pre-industrial temperatures. " The company has not provided any Scope 3 targets, for which it could be taking action. Additional information regarding the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.
IQVIA Holdings Inc.	IQV	USA	12/04/2022	Elect Director	Elect Director John P. Connaughton	For	For	A vote FOR the director nominees is warranted.
IQVIA Holdings Inc.	IQV	USA	12/04/2022	Elect Director	Elect Director John G. Danhaki	For	For	A vote FOR the director nominees is warranted.
IQVIA Holdings Inc.	IQV	USA	12/04/2022	Elect Director	Elect Director James A. Fasano	For	For	A vote FOR the director nominees is warranted.
IQVIA Holdings Inc.	IQV	USA	12/04/2022	Elect Director	Elect Director Leslie Wims Morris	For	For	A vote FOR the director nominees is warranted.
IQVIA Holdings Inc.	IQV	USA	12/04/2022	Declassify the Board of Directors	Declassify the Board of Directors	For	For	A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.
IQVIA Holdings Inc.	IQV	USA	12/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. Although target pay opportunities remain relatively high, the CEO's total pay increased only modestly in FY21, and incentive awards are reasonably performance-conditioned. While concerns are noted regarding goal disclosure for the short-term incentive program metrics that are evaluated using a scorecard approach, half of the target awards are tied to financial metrics with clearly disclosed threshold, target, and maximum goals, and the program provides limited committee discretion to increase payouts. The LTI program is also 50 percent based on multi-year performance goals with forward-looking targets disclosed, and while the relative TSR metric targets merely median performance, the majority of the PSUs are tied to an EPS growth goal which appears rigorous. In light of the concerns noted above, continued monitoring of the pay program is warranted.
IQVIA Holdings Inc.	IQV	USA	12/04/2022	Require a Majority Vote for the Election of Directors	Require a Majority Vote for the Election of Directors	For	For	A vote FOR this proposal is warranted as it would give shareholders a more meaningful voice in the election of directors and further enhance the company's corporate governance.
IQVIA Holdings Inc.	IQV	USA	12/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Ingersoll Rand Inc.	IR	USA	16/06/2022	Elect Director	Elect Director Kirk E. Arnold	For	For	A vote FOR the director nominees is warranted.
Ingersoll Rand Inc.	IR	USA	16/06/2022	Elect Director	Elect Director Elizabeth Centoni	For	For	A vote FOR the director nominees is warranted.
Ingersoll Rand Inc.	IR	USA	16/06/2022	Elect Director	Elect Director William P. Donnelly	For	For	A vote FOR the director nominees is warranted.
Ingersoll Rand Inc.	IR	USA	16/06/2022	Elect Director	Elect Director Gary D. Forsee	For	For	A vote FOR the director nominees is warranted.
Ingersoll Rand Inc.	IR	USA	16/06/2022	Elect Director	Elect Director John Humphrey	For	For	A vote FOR the director nominees is warranted.
Ingersoll Rand Inc.	IR	USA	16/06/2022	Elect Director	Elect Director Marc E. Jones	For	For	A vote FOR the director nominees is warranted.
Ingersoll Rand Inc.	IR	USA	16/06/2022	Elect Director	Elect Director Vicente Reynal	For	For	A vote FOR the director nominees is warranted.
Ingersoll Rand Inc.	IR	USA	16/06/2022	Elect Director	Elect Director Tony L. White	For	For	A vote FOR the director nominees is warranted.
Ingersoll Rand Inc.	IR	USA	16/06/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
iRobot Corporation	IRBT	USA	27/05/2022	Elect Director	Elect Director Mohamad Ali	For	For	A vote FOR the director nominees is warranted.
iRobot Corporation	IRBT	USA	27/05/2022	Elect Director	Elect Director Ruey-Bin Kao	For	For	A vote FOR the director nominees is warranted.
iRobot Corporation	IRBT	USA	27/05/2022	Elect Director	Elect Director Karen Golz	For	For	A vote FOR the director nominees is warranted.
iRobot Corporation	IRBT	USA	27/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
iRobot Corporation	IRBT	USA	27/05/2022	Reduce Supermajority Vote Requirement	Eliminate Supermajority Voting Provisions	For	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.
iRobot Corporation	IRBT	USA	27/05/2022	Declassify the Board of Directors	Declassify the Board of Directors	For	For	A vote FOR this proposal is warranted as it would enhance board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.
iRobot Corporation	IRBT	USA	27/05/2022	Provide Right to Call Special Meeting	Provide Right to Call Special Meeting	For	For	Currently, the company does not provide shareholders with the ability to call special meetings. Hence, a vote FOR this proposal is warranted as it represents an enhancement to shareholder's rights.
iRobot Corporation	IRBT	USA	27/05/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
iRobot Corporation	IRBT	USA	27/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.
IRESS Limited	IRE	Australia	5/05/2022	Elect Director	Elect Michael Dwyer as Director	For	For	A vote FOR Michael Dwyer's nomination is warranted.
IRESS Limited	IRE	Australia	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the remuneration report is warranted. " Quantitative pay for performance analysis indicates a high level of concern for misalignment of pay and performance and shareholder returns relative to peers, " The annual grant of the maximum Equity Rights in advance is inconsistent with market and replaces a typical STI bonus, " Disclosure of the performance measures for vesting of the Equity Rights lacks transparency and is inconsistent with the expectations of many shareholders and the practice of larger ASX-listed entities, " Equity Rights which grant the annual bonus in advance also carry a dividend equivalent payment in the form of additional Equity Rights, being inconsistent with market, and " The FY22 LTI grant has a materially increased quantum up from \$1.0 million to \$4.1 million. Exacerbating concern is that the FY23 LTI grant is being brought forward and granted in FY22, making the combined value of the LTI grants of \$8.2 million, being inconsistent and well is excessive of market, and not well justified by strong shareholder outcomes over the last 5 years.
IRESS Limited	IRE	Australia	5/05/2022	Approve Share Plan Grant	Approve Grant of Equity Rights to Andrew Walsh	Against	Against	A vote AGAINST the grant of equity rights is warranted given concern for " the apparent guaranteed quantum of the advance grant of the rights being disclosed to be part of fixed remuneration in FY22 and " the move away from disclosing and linking the equity rights to achievement of specific and quantified performance targets. A vote AGAINST the grant of performance rights is warranted due to the significant increase in the quantum of the award being excessive and well above market median and the inclusion of the FY23 LTI grant one year earlier, i.e. being brought forward to FY22. " The grant includes performance conditions with a 10 percent CAGR absolute TSR gateway and reasonable EPS and ROIC vesting scales, with targets being disclosed for the benefit of shareholder assessment of rigor. " However, the inclusion of strategic platform delivery may be considered by shareholders to be part of the CEO's core day job responsibilities, the success of which would be measures in the conventional financial performance metrics. Concerns are raised for any board discretion is assessment and any potential misalignment with shareholder returns and the company's performance.
IRESS Limited	IRE	Australia	5/05/2022	Approve Share Plan Grant	Approve Grant of Performance Rights to Andrew Walsh	Against	Against	A vote AGAINST the grant of equity rights is warranted given concern for " the apparent guaranteed quantum of the advance grant of the rights being disclosed to be part of fixed remuneration in FY22 and " the move away from disclosing and linking the equity rights to achievement of specific and quantified performance targets. A vote AGAINST the grant of performance rights is warranted due to the significant increase in the quantum of the award being excessive and well above market median and the inclusion of the FY23 LTI grant one year earlier, i.e. being brought forward to FY22. " The grant includes performance conditions with a 10 percent CAGR absolute TSR gateway and reasonable EPS and ROIC vesting scales, with targets being disclosed for the benefit of shareholder assessment of rigor. " However, the inclusion of strategic platform delivery may be considered by shareholders to be part of the CEO's core day job responsibilities, the success of which would be measures in the conventional financial performance metrics. Concerns are raised for any board discretion is assessment and any potential misalignment with shareholder returns and the company's performance.
Integrated Research Limited	IRI	Australia	24/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted. There does not appear to be a material misalignment between CEO pay and company performance and the STI and LTI structure appear to be sufficiently aligned with shareholder interests. However, shareholders may wish to engage the company with respect to the following matters: " There is no disclosure of STI targets, making it difficult for shareholders to objectively assess the rigor of the performance hurdles. This concern is mitigated given that the board deemed that none of the financial metrics were achieved, indicating some level of rigor. " The basis of STI payouts is solely on non-financial metrics, which was earned at or near target. Investors may view this outcome as misaligned with company performance and shareholder experience; and " The company lacks shareholder guidelines which can be used to better align executive and director interests with those of shareholders.
Integrated Research Limited	IRI	Australia	24/11/2021	Approve Stock Option Plan Grants	Approve Issuance of Options to John Rutvhn	Against	Against	A vote AGAINST the CEO's FY21 LTI options is warranted because the vesting conditions are not sufficiently rigorous as they only require continued service and good standing with the board, and will vest in full in less than three years. This is a step back from previous years' award where the LTI grant was in the form of performance rights and had a performance hurdle connected to relative TSR with a three-year performance period.

Integrated Research Limited	IRI	Australia	24/11/2021	Elect Director	Elect Allan Brackin as Director	For	For	A vote FOR the election of independent directors Allan Brackin (Item 3) and James Scott (Item 4) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination, nor any wider governance concerns.
Integrated Research Limited	IRI	Australia	24/11/2021	Elect Director	Elect James Scott as Director	For	For	A vote FOR the election of independent directors Allan Brackin (Item 3) and James Scott (Item 4) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination, nor any wider governance concerns.
Iron Mountain Incorporated	IRM	USA	10/05/2022	Elect Director	Elect Director Jennifer Allerton	For	For	A vote FOR the director nominees is warranted.
Iron Mountain Incorporated	IRM	USA	10/05/2022	Elect Director	Elect Director Pamela M. Arway	For	For	A vote FOR the director nominees is warranted.
Iron Mountain Incorporated	IRM	USA	10/05/2022	Elect Director	Elect Director Clarke H. Bailey	For	For	A vote FOR the director nominees is warranted.
Iron Mountain Incorporated	IRM	USA	10/05/2022	Elect Director	Elect Director Kent P. Dauten	For	For	A vote FOR the director nominees is warranted.
Iron Mountain Incorporated	IRM	USA	10/05/2022	Elect Director	Elect Director Monte Ford	For	For	A vote FOR the director nominees is warranted.
Iron Mountain Incorporated	IRM	USA	10/05/2022	Elect Director	Elect Director Robin L. Matlock	For	For	A vote FOR the director nominees is warranted.
Iron Mountain Incorporated	IRM	USA	10/05/2022	Elect Director	Elect Director William L. Meaney	For	For	A vote FOR the director nominees is warranted.
Iron Mountain Incorporated	IRM	USA	10/05/2022	Elect Director	Elect Director Wendy J. Murdock	For	For	A vote FOR the director nominees is warranted.
Iron Mountain Incorporated	IRM	USA	10/05/2022	Elect Director	Elect Director Walter C. Rakowich	For	For	A vote FOR the director nominees is warranted.
Iron Mountain Incorporated	IRM	USA	10/05/2022	Elect Director	Elect Director Doyle R. Simons	For	For	A vote FOR the director nominees is warranted.
Iron Mountain Incorporated	IRM	USA	10/05/2022	Elect Director	Elect Director Alfred J. Verrecchia	For	For	A vote FOR the director nominees is warranted.
Iron Mountain Incorporated	IRM	USA	10/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Annual and long-term incentives are primarily performance based, with an increase in the percentage of performance shares from the prior year. However, concern remains regarding the use of annual performance periods for portions of the long-term award.
Iron Mountain Incorporated	IRM	USA	10/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Intesa Sanpaolo SpA	ISP	Italy	29/04/2022	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	For	For	A vote FOR these items is warranted because this authorization is not considered a general request and the company has provided good disclosure. However, this item merits special attention as the maximum volume of the share repurchase program exceeds 10 percent of outstanding issued share capital.
Intesa Sanpaolo SpA	ISP	Italy	29/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	These items warrant a vote FOR because they are a routine request in Italy, and there are no specific concerns with the company's accounts.
Intesa Sanpaolo SpA	ISP	Italy	29/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income	For	For	These items warrant a vote FOR because they are a routine request in Italy, and there are no specific concerns with the company's accounts.
Intesa Sanpaolo SpA	ISP	Italy	29/04/2022	Approve Equity Plan Financing	Authorize Board to Increase Capital to Service LECOIP 3.0 Long-Term Incentive Plan	For	For	A vote FOR this item is warranted because the key terms of the proposed equity plan are not problematic, and the plan is broad-base (excluding CEO and key executives).
Intesa Sanpaolo SpA	ISP	Italy	29/04/2022	Change Size of Board of Directors	Fix Number of Directors	For	For	A vote FOR this item is warranted because the company has disclosed the proposed board size, and no concerns have been noticed.
Intesa Sanpaolo SpA	ISP	Italy	29/04/2022	Elect Supervisory Board Members (Bundled)	Slate 1 Submitted by Compagnia di San Paolo, Fondazione Cariplo, Fondazione Cassa di Risparmio di Padova e Rovigo, Fondazione Cassa di Risparmio di Firenze and Fondazione Cassa di Risparmio in Bologna	For	For	This slate warrants a vote FOR because: * Shareholders can support only one slate. * It is preferable for Slate 2 to get the majority of the votes, so that the Chair of the Management Control Committee can be selected from Slate 2. * No major concerns have been noticed with respect to the proposed candidates. * This Slate is reconfirming both CEO and Chair. However, institutional investors who have contributed to present Slate 2 may want to make sure that they support Slate 2 in order to prevent possible allegation of links with this slate. BACKGROUND INFORMATION Policies: Elect Directors (Bundled)
Intesa Sanpaolo SpA	ISP	Italy	29/04/2022	Elect Supervisory Board Members (Bundled)	Slate 2 Submitted by Institutional Investors (Assogestioni)	Against	Against	This item warrants a vote AGAINST because: * Shareholders can support only one slate; * Supporting Slate 1 would ensure that the Chairperson of the Management Control Committee is appointed by Slate 2. However, institutional investors who have contributed to present Slate 2 may want to make sure that they support Slate 2 in order to prevent possible allegation of links with Slate 1.
Intesa Sanpaolo SpA	ISP	Italy	29/04/2022	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	Elect Gian Maria Gros-Pietro as Board Chair and Paolo Andrea Colombo as Deputy Chairperson	For	For	This item warrants a vote FOR because the company has disclosed all information regarding the proposed nominee.
Intesa Sanpaolo SpA	ISP	Italy	29/04/2022	Approve Equity Plan Financing	Authorize Board to Increase Capital to Service Long-Term Incentive Performance Share Plan	For	For	A vote FOR this item is warranted because the key terms of the proposed equity plan are not problematic.
Intesa Sanpaolo SpA	ISP	Italy	29/04/2022	Approve Remuneration Policy	Approve Remuneration Policies in Respect of Board Directors	For	For	A vote FOR Item 3a is warranted because the proposed remuneration policy is well described and does not contravene good practice. Item 3b warrants a vote FOR because the company has disclosed the proposed non-variable director remuneration, and no concerns have been noticed. BACKGROUND INFORMATION Policies: Approve Remuneration of Directors and/or Committee Members
Intesa Sanpaolo SpA	ISP	Italy	29/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors	For	For	Item 3b warrants a vote FOR because the company has disclosed the proposed non-variable director remuneration, and no concerns have been noticed. BACKGROUND INFORMATION Policies: Approve Remuneration of Directors and/or Committee Members
Intesa Sanpaolo SpA	ISP	Italy	29/04/2022	Approve Remuneration Policy	Approve Remuneration and Incentive Policies of the Intesa Sanpaolo Group for 2022	For	For	A vote FOR these items is warranted because the proposed remuneration policy is overall in line with good market practices. This is not without highlighting that: * Termination payments might theoretically exceed 24 months' pay. * The fixed components of the CEO/GM compensation, to which variable components are anchored, appear rather high and might lead to excessive compensation payouts in the future. This concern is aggravated by the increase in pay opportunity from 100 percent to 200 percent of fixed remuneration.
Intesa Sanpaolo SpA	ISP	Italy	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Second Section of the Remuneration Report	For	For	This item warrants a vote FOR because the 2021 compensation practices of Intesa Sanpaolo do not raise major concerns, and payouts are overall in line with company's performance.
Intesa Sanpaolo SpA	ISP	Italy	29/04/2022	Approve/Amend Executive Incentive Bonus Plan	Approve Annual Incentive Plan	For	For	A vote FOR these items is warranted because the proposed remuneration policy is overall in line with good market practices. This is not without highlighting that: * Termination payments might theoretically exceed 24 months' pay. * The fixed components of the CEO/GM compensation, to which variable components are anchored, appear rather high and might lead to excessive compensation payouts in the future. This concern is aggravated by the increase in pay opportunity from 100 percent to 200 percent of fixed remuneration.
Intesa Sanpaolo SpA	ISP	Italy	29/04/2022	Approve Restricted Stock Plan	Approve Long-Term Incentive Performance Share Plan	For	For	A vote FOR this item is warranted because the key terms of the proposed equity plan are not problematic.
Intesa Sanpaolo SpA	ISP	Italy	29/04/2022	Approve Restricted Stock Plan	Approve LECOIP 3.0 Long-Term Incentive Plan	For	For	A vote FOR this item is warranted because the key terms of the proposed equity plan are not problematic, and the plan is broad-base (excluding CEO and key executives).
Intesa Sanpaolo SpA	ISP	Italy	29/04/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	A vote FOR these items is warranted because this authorization is not considered a general request and the company has provided good disclosure. However, this item merits special attention as the maximum volume of the share repurchase program exceeds 10 percent of outstanding issued share capital.
Intesa Sanpaolo SpA	ISP	Italy	29/04/2022	Approve Equity Plan Financing	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	For	For	A vote FOR these items is warranted because the proposed remuneration policy is overall in line with good market practices. This is not without highlighting that: * Termination payments might theoretically exceed 24 months' pay. * The fixed components of the CEO/GM compensation, to which variable components are anchored, appear rather high and might lead to excessive compensation payouts in the future. This concern is aggravated by the increase in pay opportunity from 100 percent to 200 percent of fixed remuneration.
Intesa Sanpaolo SpA	ISP	Italy	29/04/2022	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For	This item warrants a vote FOR because: * The repurchase limit of up to 10 percent of issued share capital is respected. * The holding limit of up to 10 percent of share capital in treasury is respected.
Intesa Sanpaolo SpA	ISP	Italy	29/04/2022	Deliberations on Possible Legal Action Against Directors/Internal Auditors	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	Against	This item warrants a vote AGAINST due to the lack of disclosure regarding the proposed deliberation.
Intuitive Surgical, Inc.	ISRG	USA	20/09/2021	Increase Authorized Common Stock	Increase Authorized Common Stock	For	For	A vote FOR this proposal is warranted because the requested number of shares is below the company-specific allowable cap, when taking into account the planned 3-for-1 stock split.
Intuitive Surgical, Inc.	ISRG	USA	28/04/2022	Elect Director	Elect Director Craig H. Barratt	For	For	A vote FOR the director nominees is warranted.
Intuitive Surgical, Inc.	ISRG	USA	28/04/2022	Elect Director	Elect Director Joseph C. Beery	For	For	A vote FOR the director nominees is warranted.
Intuitive Surgical, Inc.	ISRG	USA	28/04/2022	Elect Director	Elect Director Gary S. Guthart	For	For	A vote FOR the director nominees is warranted.
Intuitive Surgical, Inc.	ISRG	USA	28/04/2022	Elect Director	Elect Director Amal M. Johnson	For	For	A vote FOR the director nominees is warranted.
Intuitive Surgical, Inc.	ISRG	USA	28/04/2022	Elect Director	Elect Director Don R. Kania	For	For	A vote FOR the director nominees is warranted.
Intuitive Surgical, Inc.	ISRG	USA	28/04/2022	Elect Director	Elect Director Amy L. Ladd	For	For	A vote FOR the director nominees is warranted.
Intuitive Surgical, Inc.	ISRG	USA	28/04/2022	Elect Director	Elect Director Keith R. Leonard, Jr.	For	For	A vote FOR the director nominees is warranted.
Intuitive Surgical, Inc.	ISRG	USA	28/04/2022	Elect Director	Elect Director Alan J. Levy	For	For	A vote FOR the director nominees is warranted.
Intuitive Surgical, Inc.	ISRG	USA	28/04/2022	Elect Director	Elect Director Jami Dover Nachtshheim	For	For	A vote FOR the director nominees is warranted.
Intuitive Surgical, Inc.	ISRG	USA	28/04/2022	Elect Director	Elect Director Monica P. Reed	For	For	A vote FOR the director nominees is warranted.
Intuitive Surgical, Inc.	ISRG	USA	28/04/2022	Elect Director	Elect Director Mark J. Rubash	For	For	A vote FOR the director nominees is warranted.
Intuitive Surgical, Inc.	ISRG	USA	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review. Annual incentive payouts were aligned with company performance, although the lack of disclosure for half of the annual incentive plan makes it difficult to assess the level of discretion applied. While the long-term equity awards were not tied to performance conditions in FY21, the company added performance shares to the FY22 equity award.
Intuitive Surgical, Inc.	ISRG	USA	28/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Intuitive Surgical, Inc.	ISRG	USA	28/04/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	Against	Against	Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive; * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and * The plan allows broad discretion to accelerate vesting.
Gartner, Inc.	IT	USA	2/06/2022	Elect Director	Elect Director Peter E. Bisson	For	For	A vote FOR the director nominees is warranted.
Gartner, Inc.	IT	USA	2/06/2022	Elect Director	Elect Director Richard J. Bressler	For	For	A vote FOR the director nominees is warranted.
Gartner, Inc.	IT	USA	2/06/2022	Elect Director	Elect Director Raul E. Cesan	For	For	A vote FOR the director nominees is warranted.
Gartner, Inc.	IT	USA	2/06/2022	Elect Director	Elect Director Karen E. Dykstra	For	For	A vote FOR the director nominees is warranted.
Gartner, Inc.	IT	USA	2/06/2022	Elect Director	Elect Director Diana S. Ferguson	For	For	A vote FOR the director nominees is warranted.
Gartner, Inc.	IT	USA	2/06/2022	Elect Director	Elect Director Anne Sutherland Fuchs	For	For	A vote FOR the director nominees is warranted.
Gartner, Inc.	IT	USA	2/06/2022	Elect Director	Elect Director William O. Grabe	For	For	A vote FOR the director nominees is warranted.
Gartner, Inc.	IT	USA	2/06/2022	Elect Director	Elect Director Eugene A. Hall	For	For	A vote FOR the director nominees is warranted.
Gartner, Inc.	IT	USA	2/06/2022	Elect Director	Elect Director Stephen G. Paglicca	For	For	A vote FOR the director nominees is warranted.
Gartner, Inc.	IT	USA	2/06/2022	Elect Director	Elect Director Eileen M. Serra	For	For	A vote FOR the director nominees is warranted.
Gartner, Inc.	IT	USA	2/06/2022	Elect Director	Elect Director James C. Smith	For	For	A vote FOR the director nominees is warranted.
Gartner, Inc.	IT	USA	2/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although a concern is noted, vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are based on objective financial metrics, and a majority of equity incentives are performance-based, albeit with only a one-year measurement period.
Gartner, Inc.	IT	USA	2/06/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.

Intertek Group Plc	ITRK	United Kingdom	25/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Intertek Group Plc	ITRK	United Kingdom	25/05/2022	Elect Director	Re-elect Tamara Ingram as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Intertek Group Plc	ITRK	United Kingdom	25/05/2022	Elect Director	Re-elect Gill Rider as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Intertek Group Plc	ITRK	United Kingdom	25/05/2022	Elect Director	Re-elect Jean-Michel Valette as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Intertek Group Plc	ITRK	United Kingdom	25/05/2022	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Intertek Group Plc	ITRK	United Kingdom	25/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Intertek Group Plc	ITRK	United Kingdom	25/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Intertek Group Plc	ITRK	United Kingdom	25/05/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Intertek Group Plc	ITRK	United Kingdom	25/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Intertek Group Plc	ITRK	United Kingdom	25/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Intertek Group Plc	ITRK	United Kingdom	25/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Intertek Group Plc	ITRK	United Kingdom	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted, although it is not without concerns on account of: * The CEO's pension remains well above the workforce. In FY2021, his pension was valued at 27% of salary whilst the wider UK workforce receives a pension contribution of 5% of salary. The main reasons for support are: * An agreement was reached with the CEO to reduce his pension over time although the time frame is beyond 2022. His pension contribution level will reduce from 30% of base salary to 5% over a period of five years from 2021 (his pension will reduce to 20% from 1 June 2022). * The pension contribution for all new executives appointed to the Board since 2018 have been aligned with that of the workforce. * No further material issues have been identified.
Intertek Group Plc	ITRK	United Kingdom	25/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Intertek Group Plc	ITRK	United Kingdom	25/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Intertek Group Plc	ITRK	United Kingdom	25/05/2022	Elect Director	Re-elect Andrew Martin as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Intertek Group Plc	ITRK	United Kingdom	25/05/2022	Elect Director	Re-elect André Lacroix as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Intertek Group Plc	ITRK	United Kingdom	25/05/2022	Elect Director	Re-elect Jonathan Timmis as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Intertek Group Plc	ITRK	United Kingdom	25/05/2022	Elect Director	Re-elect Graham Allan as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Intertek Group Plc	ITRK	United Kingdom	25/05/2022	Elect Director	Re-elect Gurmek Bains as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Intertek Group Plc	ITRK	United Kingdom	25/05/2022	Elect Director	Re-elect Lynda Clarizo as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Itau Unibanco Holding SA	ITUB4	Brazil	26/04/2022	As a Preferred Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	As a Preferred Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain	Abstain	An ABSTAIN vote for this item is warranted because: * By the time this analysis was concluded, the company had not disclosed a preferred minority shareholder nominee; and * Lack of timely disclosure prevents institutional shareholders voting by proxy from making informed decisions.
Itau Unibanco Holding SA	ITUB4	Brazil	26/04/2022	Appoint Internal Statutory Auditor(s) Nominated by Preferred Shareholders [and Approve Auditor's/Auditors' Remuneration]	Elect Artemio Bertholini as Fiscal Council Member and Rene Guimaraes Andrich as Alternate Appointed by Preferred Shareholder	For	For	A vote FOR this item is warranted because: * The names of the fiscal council nominee and alternate appointed by minority preferred shareholders have been disclosed; * There is no indication of competing minority preferred nominees; and * There are no known concerns regarding the proposed minority nominees.
ITV Plc	ITV	United Kingdom	28/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
ITV Plc	ITV	United Kingdom	28/04/2022	Elect Director	Re-elect Chris Kennedy as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
ITV Plc	ITV	United Kingdom	28/04/2022	Elect Director	Re-elect Anna Manz as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
ITV Plc	ITV	United Kingdom	28/04/2022	Elect Director	Re-elect Carolyn McCall as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
ITV Plc	ITV	United Kingdom	28/04/2022	Elect Director	Re-elect Sharmila Nebhrajani as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
ITV Plc	ITV	United Kingdom	28/04/2022	Elect Director	Re-elect Duncan Painter as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
ITV Plc	ITV	United Kingdom	28/04/2022	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
ITV Plc	ITV	United Kingdom	28/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
ITV Plc	ITV	United Kingdom	28/04/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
ITV Plc	ITV	United Kingdom	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
ITV Plc	ITV	United Kingdom	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
ITV Plc	ITV	United Kingdom	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted, although it is not without concern because: * Near maximum annual bonuses were paid, despite a fall in the share price during the year under review, and since the start of 2022. However, support is warranted because: * Financial performance in 2021 was positive, with revenues returned to pre-Covid levels and strong earnings.
ITV Plc	ITV	United Kingdom	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
ITV Plc	ITV	United Kingdom	28/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
ITV Plc	ITV	United Kingdom	28/04/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
ITV Plc	ITV	United Kingdom	28/04/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
ITV Plc	ITV	United Kingdom	28/04/2022	Elect Director	Re-elect Saiman Amin as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
ITV Plc	ITV	United Kingdom	28/04/2022	Elect Director	Re-elect Peter Bazalgette as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
ITV Plc	ITV	United Kingdom	28/04/2022	Elect Director	Re-elect Edward Bonham Carter as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
ITV Plc	ITV	United Kingdom	28/04/2022	Elect Director	Re-elect Graham Cooke as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
ITV Plc	ITV	United Kingdom	28/04/2022	Elect Director	Re-elect Margaret Ewing as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
ITV Plc	ITV	United Kingdom	28/04/2022	Elect Director	Re-elect Mary Harris as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Illinois Tool Works Inc.	ITW	USA	6/05/2022	Elect Director	Elect Director Daniel J. Brutto	For	For	A vote FOR the director nominees is warranted.
Illinois Tool Works Inc.	ITW	USA	6/05/2022	Elect Director	Elect Director Susan Crown	For	For	A vote FOR the director nominees is warranted.
Illinois Tool Works Inc.	ITW	USA	6/05/2022	Elect Director	Elect Director Darrell L. Ford	For	For	A vote FOR the director nominees is warranted.
Illinois Tool Works Inc.	ITW	USA	6/05/2022	Elect Director	Elect Director James W. Griffith	For	For	A vote FOR the director nominees is warranted.
Illinois Tool Works Inc.	ITW	USA	6/05/2022	Elect Director	Elect Director Jay L. Henderson	For	For	A vote FOR the director nominees is warranted.
Illinois Tool Works Inc.	ITW	USA	6/05/2022	Elect Director	Elect Director Richard H. Lenny	For	For	A vote FOR the director nominees is warranted.
Illinois Tool Works Inc.	ITW	USA	6/05/2022	Elect Director	Elect Director E. Scott Santi	For	For	A vote FOR the director nominees is warranted.
Illinois Tool Works Inc.	ITW	USA	6/05/2022	Elect Director	Elect Director David B. Smith, Jr.	For	For	A vote FOR the director nominees is warranted.
Illinois Tool Works Inc.	ITW	USA	6/05/2022	Elect Director	Elect Director Pamela B. Strobel	For	For	A vote FOR the director nominees is warranted.
Illinois Tool Works Inc.	ITW	USA	6/05/2022	Elect Director	Elect Director Anne D. Williams	For	For	A vote FOR the director nominees is warranted.
Illinois Tool Works Inc.	ITW	USA	6/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditor	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Illinois Tool Works Inc.	ITW	USA	6/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as CEO pay and company performance are reasonable aligned at this time. Furthermore, the majority of CEO pay remains conditioned on clearly disclosed financial performance goals.
Illinois Tool Works Inc.	ITW	USA	6/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 20 percent to 10 percent would enhance shareholders' rights.
Invocare Limited	IVC	Australia	20/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted given no material disconnect between pay and performance has been identified for the period under review. * STI bonuses were in line with the company's improved financial performance in FY21, and * There was nil vesting of any LTIs to executives. However, the following concerns are highlighted: * The fixed remuneration of the CEO remains substantially higher than the median of market cap and Sustainability Advisory Services identified peers. * STI deferral was reduced from 50 percent to 25 percent reducing alignment with shareholder interests and better market practice. * There continues to be poor disclosure of STI targets and actual outcomes, making it difficult for shareholders to independently assess the merit of bonuses and rigor of targets. * Dividends on unvested shares are available under the LTI plan for dividends paid on shares in respect of rights that vest, representing inconsistency with better market practices, when there is no present entitlement to shares or dividends until after vesting.
Invocare Limited	IVC	Australia	20/05/2022	Elect Director	Elect Richard Davis as Director	Against	Against	Votes AGAINST incumbent Nominating Committee members Richard Davis and Megan Quinn are warranted for lack of diversity on the board. A qualified vote FOR the election of Kee Wong is warranted as he is an independent director serving on a board that is majority independent. However, he is a new member of the Audit, Risk and Compliance Committee and concerns are highlighted for excessive non-audit fees which exceed the amount of audit fees. Corporate governance concerns are raised regarding audit independence.
Invocare Limited	IVC	Australia	20/05/2022	Elect Director	Elect Megan Quinn as Director	Against	Against	Votes AGAINST incumbent Nominating Committee members Richard Davis and Megan Quinn are warranted for lack of diversity on the board. A qualified vote FOR the election of Kee Wong is warranted as he is an independent director serving on a board that is majority independent. However, he is a new member of the Audit, Risk and Compliance Committee and concerns are highlighted for excessive non-audit fees which exceed the amount of audit fees. Corporate governance concerns are raised regarding audit independence.

Invocare Limited	IVC	Australia	20/05/2022	Elect Director	Elect Kee Wong as Director	For	For	Votes AGAINST incumbent Nominating Committee members Richard Davis and Megan Quinn are warranted for lack of diversity on the board. A qualified vote FOR the election of Kee Wong is warranted as he is an independent director serving on a board that is majority independent. However, he is a new member of the Audit, Risk and Compliance Committee and concerns are highlighted for excessive non-audit fees which exceed the amount of audit fees. Corporate governance concerns are raised regarding audit independence.
Invocare Limited	IVC	Australia	20/05/2022	Approve Share Plan Grant	Approve Grant of Performance Rights to Olivier Chretien	For	For	A vote FOR this resolution is warranted. The LTI structure is broadly in line with market and sufficiently aligned with improved shareholder interests and company financial performance with a three-year performance period and 10 percent EPS CAGR and 11 percent ROCE performance thresholds. Concerns are raised for the inconsistency with better market practice and shareholder interests regarding "Absence of disclosure of any performance levels beyond threshold for LTI vesting, and " The provision for dividends on unvested shares.
Invocare Limited	IVC	Australia	20/05/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Appoint Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	For	For	A qualified vote FOR the appointment of Deloitte Touche Tohmatsu as the company's auditor is warranted. Concerns are highlighted for the excessive level of non-audit fees and appropriate audit independence.
Invesco Ltd.	IVZ	Bermuda	12/05/2022	Elect Director	Elect Director Sarah E. Beshar	For	For	A vote FOR the director nominees is warranted.
Invesco Ltd.	IVZ	Bermuda	12/05/2022	Elect Director	Elect Director Christopher C. Womack	For	For	A vote FOR the director nominees is warranted.
Invesco Ltd.	IVZ	Bermuda	12/05/2022	Elect Director	Elect Director Phoebe A. Wood	For	For	A vote FOR the director nominees is warranted.
Invesco Ltd.	IVZ	Bermuda	12/05/2022	Elect Director	Elect Director Thomas M. Finke	For	For	A vote FOR the director nominees is warranted.
Invesco Ltd.	IVZ	Bermuda	12/05/2022	Elect Director	Elect Director Martin L. Flanagan	For	For	A vote FOR the director nominees is warranted.
Invesco Ltd.	IVZ	Bermuda	12/05/2022	Elect Director	Elect Director William F. Glavin, Jr.	For	For	A vote FOR the director nominees is warranted.
Invesco Ltd.	IVZ	Bermuda	12/05/2022	Elect Director	Elect Director C. Robert Henrikson	For	For	A vote FOR the director nominees is warranted.
Invesco Ltd.	IVZ	Bermuda	12/05/2022	Elect Director	Elect Director Denis Kessler	For	For	A vote FOR the director nominees is warranted.
Invesco Ltd.	IVZ	Bermuda	12/05/2022	Elect Director	Elect Director Nigel Sheinwald	For	For	A vote FOR the director nominees is warranted.
Invesco Ltd.	IVZ	Bermuda	12/05/2022	Elect Director	Elect Director Paula C. Tolliver	For	For	A vote FOR the director nominees is warranted.
Invesco Ltd.	IVZ	Bermuda	12/05/2022	Elect Director	Elect Director G. Richard Wagoner, Jr.	For	For	A vote FOR the director nominees is warranted.
Invesco Ltd.	IVZ	Bermuda	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Annual incentive pay determinations are guided by performance assessments, but are ultimately discretionarily determined, which raises some concern. However, CEO pay and company performance are reasonably aligned for the year in review, and the year-over-year increase in CEO performance year incentive pay is directionally aligned with annual company performance. In addition, the company discloses quantified target goals for the financial performance scorecard, which provides some transparency into pay determinations. Further, long-term incentives are majority based on clearly disclosed multi-year goals, with a relative TSR metric that targets outperformance. On balance of these factors, a cautious vote FOR this proposal is warranted. A quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of the pay program's structure.
Invesco Ltd.	IVZ	Bermuda	12/05/2022	Amend Non-Qualified Employee Stock Purchase Plan	Amend Nonqualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted given that the plan is broad-based, provides for a reasonable discount, and has limits on employee contributions.
Invesco Ltd.	IVZ	Bermuda	12/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Jacobs Engineering Group Inc.	J	USA	25/01/2022	Elect Director	Elect Director Steven J. Demetriou	For	For	A vote FOR the director nominees is warranted.
Jacobs Engineering Group Inc.	J	USA	25/01/2022	Elect Director	Elect Director Christopher M.T. Thompson	For	For	A vote FOR the director nominees is warranted.
Jacobs Engineering Group Inc.	J	USA	25/01/2022	Elect Director	Elect Director Priya Abani	For	For	A vote FOR the director nominees is warranted.
Jacobs Engineering Group Inc.	J	USA	25/01/2022	Elect Director	Elect Director Vincent K. Brooks	For	For	A vote FOR the director nominees is warranted.
Jacobs Engineering Group Inc.	J	USA	25/01/2022	Elect Director	Elect Director Ralph E. ("Ed") Eberhart	For	For	A vote FOR the director nominees is warranted.
Jacobs Engineering Group Inc.	J	USA	25/01/2022	Elect Director	Elect Director Manny Fernandez	For	For	A vote FOR the director nominees is warranted.
Jacobs Engineering Group Inc.	J	USA	25/01/2022	Elect Director	Elect Director Gergette D. Kiser	For	For	A vote FOR the director nominees is warranted.
Jacobs Engineering Group Inc.	J	USA	25/01/2022	Elect Director	Elect Director Barbara L. Loughran	For	For	A vote FOR the director nominees is warranted.
Jacobs Engineering Group Inc.	J	USA	25/01/2022	Elect Director	Elect Director Robert A. McNamara	For	For	A vote FOR the director nominees is warranted.
Jacobs Engineering Group Inc.	J	USA	25/01/2022	Elect Director	Elect Director Peter J. Robertson	For	For	A vote FOR the director nominees is warranted.
Jacobs Engineering Group Inc.	J	USA	25/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance appear reasonably aligned at this time. While some concern is noted about the annualized performance periods utilized by half of the PSUs, payouts under both the annual and long-term incentive programs are largely tied to pre-sent financial objectives.
Jacobs Engineering Group Inc. JB Hi-Fi Limited	J JBH	USA Australia	25/01/2022 28/10/2021	Ratify Auditors Elect Director	Ratify Ernst & Young LLP as Auditors Elect Stephen Goddard as Director	For For	For	A vote FOR this proposal to ratify the auditor is warranted.
JB Hi-Fi Limited	JBH	Australia	28/10/2021	Elect Director	Elect Stephen Goddard as Director	For	For	A vote FOR the election of Geoff Roberts and the re-election of Stephen Goddard is warranted as no material issues have been identified regarding their nomination in respect of board and committee composition, nor any wider corporate governance issues. A qualified vote FOR the re-election of Robert Uechtritz is warranted noting some governance concerns regarding his non-independence given his long tenure on the board exceeding 12 years. A qualified vote FOR the election of Nick Wells is warranted noting that he is the CFO of the group and an executive director on a board that is majority independent.
JB Hi-Fi Limited	JBH	Australia	28/10/2021	Elect Director	Elect Richard Uechtritz as Director	For	For	A vote FOR the election of Geoff Roberts and the re-election of Stephen Goddard is warranted as no material issues have been identified regarding their nomination in respect of board and committee composition, nor any wider corporate governance issues. A qualified vote FOR the re-election of Robert Uechtritz is warranted noting some governance concerns regarding his non-independence given his long tenure on the board exceeding 12 years. A qualified vote FOR the election of Nick Wells is warranted noting that he is the CFO of the group and an executive director on a board that is majority independent.
JB Hi-Fi Limited	JBH	Australia	28/10/2021	Elect Director	Elect Geoff Roberts as Director	For	For	A vote FOR the election of Geoff Roberts and the re-election of Stephen Goddard is warranted as no material issues have been identified regarding their nomination in respect of board and committee composition, nor any wider corporate governance issues. A qualified vote FOR the re-election of Robert Uechtritz is warranted noting some governance concerns regarding his non-independence given his long tenure on the board exceeding 12 years. A qualified vote FOR the election of Nick Wells is warranted noting that he is the CFO of the group and an executive director on a board that is majority independent.
JB Hi-Fi Limited	JBH	Australia	28/10/2021	Elect Director	Elect Nick Wells as Director	For	For	A vote FOR the election of Geoff Roberts and the re-election of Stephen Goddard is warranted as no material issues have been identified regarding their nomination in respect of board and committee composition, nor any wider corporate governance issues. A qualified vote FOR the re-election of Robert Uechtritz is warranted noting some governance concerns regarding his non-independence given his long tenure on the board exceeding 12 years. A qualified vote FOR the election of Nick Wells is warranted noting that he is the CFO of the group and an executive director on a board that is majority independent.
JB Hi-Fi Limited	JBH	Australia	28/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted. For FY21, no material misalignment between pay and performance and shareholder outcomes is observed, where the company had another strong year with record sales and earnings. As in prior years, the qualification is to highlight concerns for a problematic remuneration structure which has not typically been supported by shareholders at other larger ASX-listed entities, being inconsistent with market practice and no longer objectively linked to longer term shareholder outcomes. Specific concerns include: " absence of long-term performance measures for vesting of equity bonuses, with restricted shares subject to tenure and time-based vesting," the performance period for determination of bonus outcomes is one year, with an absence of a longer-term performance assessment," dividends on unvested shares being offered on the restricted shares, and" insufficient shareholding requirements for the CEO and executives.
JB Hi-Fi Limited	JBH	Australia	28/10/2021	Approve Share Plan Grant	Approve Grant of Restricted Shares to Terry Smart	Against	Against	A vote AGAINST the grant of restricted shares to new CEO Terry Smart (Item 4a) and CFO Nick Wells (Item 4b) is warranted. The terms of the restricted shares under the Variable Reward Plan are similar to prior years and continued to be highlighted as problematic. In particular, " the restricted shares replace a conventional LTI plan and are granted following a one-year assessment of bonuses under the VRP and then have a three-year continuous service requirement only for vesting," the restricted shares have no performance conditions attached as a condition of vesting, being inconsistent with accepted remuneration practices in the Australian market and shareholder requirements for long term bonuses to vest upon achievement of rigorous long-term performance targets which are aligned with long term shareholder outcomes," the restricted shares have an entitlement to receive dividends during the performance period, and* the board retains broad discretion under the VRP in respect of termination and change-in-control award treatment.
JB Hi-Fi Limited	JBH	Australia	28/10/2021	Approve Share Plan Grant	Approve Grant of Restricted Shares to Nick Wells	Against	Against	A vote AGAINST the grant of restricted shares to new CEO Terry Smart (Item 4a) and CFO Nick Wells (Item 4b) is warranted. The terms of the restricted shares under the Variable Reward Plan are similar to prior years and continued to be highlighted as problematic. In particular, " the restricted shares replace a conventional LTI plan and are granted following a one-year assessment of bonuses under the VRP and then have a three-year continuous service requirement only for vesting," the restricted shares have no performance conditions attached as a condition of vesting, being inconsistent with accepted remuneration practices in the Australian market and shareholder requirements for long term bonuses to vest upon achievement of rigorous long-term performance targets which are aligned with long term shareholder outcomes," the restricted shares have an entitlement to receive dividends during the performance period, and* the board retains broad discretion under the VRP in respect of termination and change-in-control award treatment.
J.B. Hunt Transport Services, Inc.	JBHT	USA	28/04/2022	Elect Director	Elect Director Douglas G. Duncan	For	For	A vote FOR the director nominees is warranted.
J.B. Hunt Transport Services, Inc.	JBHT	USA	28/04/2022	Elect Director	Elect Director James L. Robo	For	For	A vote FOR the director nominees is warranted.
J.B. Hunt Transport Services, Inc.	JBHT	USA	28/04/2022	Elect Director	Elect Director Kirk Thompson	For	For	A vote FOR the director nominees is warranted.
J.B. Hunt Transport Services, Inc.	JBHT	USA	28/04/2022	Elect Director	Elect Director Francesca M. Edmondson	For	For	A vote FOR the director nominees is warranted.
J.B. Hunt Transport Services, Inc.	JBHT	USA	28/04/2022	Elect Director	Elect Director Wayne Garrison	For	For	A vote FOR the director nominees is warranted.
J.B. Hunt Transport Services, Inc.	JBHT	USA	28/04/2022	Elect Director	Elect Director Shanlyn S. Gasaway	For	For	A vote FOR the director nominees is warranted.
J.B. Hunt Transport Services, Inc.	JBHT	USA	28/04/2022	Elect Director	Elect Director Gary C. George	For	For	A vote FOR the director nominees is warranted.
J.B. Hunt Transport Services, Inc.	JBHT	USA	28/04/2022	Elect Director	Elect Director Thad (John B., III) Hill	For	For	A vote FOR the director nominees is warranted.
J.B. Hunt Transport Services, Inc.	JBHT	USA	28/04/2022	Elect Director	Elect Director J. Bryan Hunt, Jr.	For	For	A vote FOR the director nominees is warranted.
J.B. Hunt Transport Services, Inc.	JBHT	USA	28/04/2022	Elect Director	Elect Director Gale V. King	For	For	A vote FOR the director nominees is warranted.
J.B. Hunt Transport Services, Inc.	JBHT	USA	28/04/2022	Elect Director	Elect Director John N. Roberts, III	For	For	A vote FOR the director nominees is warranted.
J.B. Hunt Transport Services, Inc.	JBHT	USA	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are aligned for the year in review. Annual and long-term incentives appear to be entirely performance-based. However, concerns remain regarding certain elements of the LTI award plan, including the annual performance period utilized for a majority of the plan and lack of disclosure regarding metric targets and results.
J.B. Hunt Transport Services, Inc.	JBHT	USA	28/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.

John Bean Technologies Corporation	JBT	USA	13/05/2022	Elect Director	Elect Director Alan D. Feldman	For	For	A vote FOR the director nominees is warranted.
John Bean Technologies Corporation	JBT	USA	13/05/2022	Elect Director	Elect Director Lawrence V. Jackson	For	For	A vote FOR the director nominees is warranted.
John Bean Technologies Corporation	JBT	USA	13/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.
John Bean Technologies Corporation	JBT	USA	13/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLC as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Johnson Controls International plc	JCI	Ireland	9/03/2022	Elect Director	Elect Director Jean Blackwell	For	For	A vote FOR the director nominees is warranted.
Johnson Controls International plc	JCI	Ireland	9/03/2022	Elect Director	Elect Director Pierre Cohade	For	For	A vote FOR the director nominees is warranted.
Johnson Controls International plc	JCI	Ireland	9/03/2022	Elect Director	Elect Director Michael E. Daniels	For	For	A vote FOR the director nominees is warranted.
Johnson Controls International plc	JCI	Ireland	9/03/2022	Elect Director	Elect Director W. Roy Dunbar	For	For	A vote FOR the director nominees is warranted.
Johnson Controls International plc	JCI	Ireland	9/03/2022	Elect Director	Elect Director Gretchen R. Haggerty	For	For	A vote FOR the director nominees is warranted.
Johnson Controls International plc	JCI	Ireland	9/03/2022	Elect Director	Elect Director Simone Menne	For	For	A vote FOR the director nominees is warranted.
Johnson Controls International plc	JCI	Ireland	9/03/2022	Elect Director	Elect Director George R. Oliver	For	For	A vote FOR the director nominees is warranted.
Johnson Controls International plc	JCI	Ireland	9/03/2022	Elect Director	Elect Director Jurgen Tinggren	For	For	A vote FOR the director nominees is warranted.
Johnson Controls International plc	JCI	Ireland	9/03/2022	Elect Director	Elect Director Mark Vergnano	For	For	A vote FOR the director nominees is warranted.
Johnson Controls International plc	JCI	Ireland	9/03/2022	Elect Director	Elect Director R. David Yost	For	For	A vote FOR the director nominees is warranted.
Johnson Controls International plc	JCI	Ireland	9/03/2022	Elect Director	Elect Director John D. Young	For	For	A vote FOR the director nominees is warranted.
Johnson Controls International plc	JCI	Ireland	9/03/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Johnson Controls International plc	JCI	Ireland	9/03/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorize Board to Fix Remuneration of Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Johnson Controls International plc	JCI	Ireland	9/03/2022	Authorize Share Repurchase Program	Authorize Market Purchases of Company Shares	For	For	A vote FOR this proposal is warranted, as the terms of the repurchase program are reasonable and all shareholders would have the opportunity to participate, and as there are no company-specific concerns relating to the board's authority to conduct open-market repurchases.
Johnson Controls International plc	JCI	Ireland	9/03/2022	Authorize Reissuance of Repurchased Shares	Determine Price Range for Reissuance of Treasury Shares	For	For	A vote FOR this resolution is warranted because this is a routine item for companies incorporated in Ireland, and no significant concerns have been identified.
Johnson Controls International plc	JCI	Ireland	9/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Although some concerns are noted, pay and performance are reasonably aligned at this time.
Johnson Controls International plc	JCI	Ireland	9/03/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Approve the Directors' Authority to Allot Shares	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Johnson Controls International plc	JCI	Ireland	9/03/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve the Disapplication of Statutory Pre-Emption Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
JD Sports Fashion Plc	JD	United Kingdom	1/07/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
JD Sports Fashion Plc	JD	United Kingdom	1/07/2021	Elect Director	Elect Andrew Long as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Peter Cowgill are warranted for lack of gender diversity on the board. A vote AGAINST the re-election of Peter Cowgill is further warranted because: " Peter Cowgill serves in the effective role of a combined Board Chair and CEO, which contradicts the provisions of the UK Corporate Governance Code." In addition to being Executive Chair at JD Sports, Peter Cowgill serves as board chair of Quiz Plc. He is also chair of a non-listed company, Roxor Group Limited. These are significant external time commitments, and may potentially undermine his effectiveness as the Executive Chair of the Company. A vote AGAINST the re-election of Andrew Leslie is warranted because: " Andrew Leslie is a non-independent NED on the Board, and is also Chair of the Remuneration Committee and a member of the Audit Committee. His membership on the Board has contributed to the composition of the Board and the key Committees failing to comply with the provisions of the UK Code." The remuneration report has consistently registered significant levels of dissent from shareholders since the 2014 AGM, during which time the director has chaired the Remuneration Committee. Given the continued level of dissent, along with ongoing concerns regarding the viability of the remuneration arrangements at the Company, the director's re-election cannot be supported. Votes FOR the remaining nominees are warranted.
JD Sports Fashion Plc	JD	United Kingdom	1/07/2021	Ratify Auditors	Reappoint KPMG LLP as Auditors	For	For	A vote FOR this resolution is considered warranted at this time.
JD Sports Fashion Plc	JD	United Kingdom	1/07/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
JD Sports Fashion Plc	JD	United Kingdom	1/07/2021	Approve/Amend Bundled Remuneration Plans	Approve Long Term Incentive Plan 2021	Against	Against	A vote AGAINST the proposed 2021 LTIP is considered warranted because: " Although share awards are being introduced, only the Executive Chair will receive an LTIP award wholly as a share award. The other Executive Directors will participate initially with a minimum of one-third of any base award granted as a share award and the balance as a cash award. Share awards will vest five years from date of grant however cash awards will vest after three years. Overall, the structure of the 2021 LTIP awards remain market-lagging and is not fully in line with UK best practice.
JD Sports Fashion Plc	JD	United Kingdom	1/07/2021	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
JD Sports Fashion Plc	JD	United Kingdom	1/07/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
JD Sports Fashion Plc	JD	United Kingdom	1/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
JD Sports Fashion Plc	JD	United Kingdom	1/07/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
JD Sports Fashion Plc	JD	United Kingdom	1/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the remuneration report is considered warranted because: " Despite participation in the UK Government's Coronavirus Job Retention Scheme and the Republic of Ireland's Temporary Wage Subsidy Scheme, bonuses were paid to the Executive Chair and the CFO in FY2020/21.
JD Sports Fashion Plc	JD	United Kingdom	1/07/2021	Approve Remuneration Policy	Approve Remuneration Policy	Against	Against	A vote AGAINST the proposed remuneration policy is considered warranted because: " Under the proposed policy, share awards may be granted under the LTIP. However, only the Executive Chair will receive his LTIP award in share awards. For the other executives, initially, one-third of awards will be granted in share awards with the balance paid in cash. Further, cash awards will vest after a three-year period (share awards will vest five years after grant). Overall, the structure of the proposed LTIP is not considered fully in line with UK best practice." Concerns raised with the policy last year remain – the lack of shareholding guidelines, the all-cash structure of the annual bonus and the lack of clarity under the policy with regard to the treatment of LTIP awards upon a change of control.
JD Sports Fashion Plc	JD	United Kingdom	1/07/2021	Elect Director	Re-elect Peter Cowgill as Director	Against	Against	Votes AGAINST incumbent Nominating Committee chair Peter Cowgill are warranted for lack of gender diversity on the board. A vote AGAINST the re-election of Peter Cowgill is further warranted because: " Peter Cowgill serves in the effective role of a combined Board Chair and CEO, which contradicts the provisions of the UK Corporate Governance Code." In addition to being Executive Chair at JD Sports, Peter Cowgill serves as board chair of Quiz Plc. He is also chair of a non-listed company, Roxor Group Limited. These are significant external time commitments, and may potentially undermine his effectiveness as the Executive Chair of the Company. A vote AGAINST the re-election of Andrew Leslie is warranted because: " Andrew Leslie is a non-independent NED on the Board, and is also Chair of the Remuneration Committee and a member of the Audit Committee. His membership on the Board has contributed to the composition of the Board and the key Committees failing to comply with the provisions of the UK Code." The remuneration report has consistently registered significant levels of dissent from shareholders since the 2014 AGM, during which time the director has chaired the Remuneration Committee. Given the continued level of dissent, along with ongoing concerns regarding the viability of the remuneration arrangements at the Company, the director's re-election cannot be supported. Votes FOR the remaining nominees are warranted.
JD Sports Fashion Plc	JD	United Kingdom	1/07/2021	Elect Director	Re-elect Neil Greenhalgh as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Peter Cowgill are warranted for lack of gender diversity on the board. A vote AGAINST the re-election of Peter Cowgill is further warranted because: " Peter Cowgill serves in the effective role of a combined Board Chair and CEO, which contradicts the provisions of the UK Corporate Governance Code." In addition to being Executive Chair at JD Sports, Peter Cowgill serves as board chair of Quiz Plc. He is also chair of a non-listed company, Roxor Group Limited. These are significant external time commitments, and may potentially undermine his effectiveness as the Executive Chair of the Company. A vote AGAINST the re-election of Andrew Leslie is warranted because: " Andrew Leslie is a non-independent NED on the Board, and is also Chair of the Remuneration Committee and a member of the Audit Committee. His membership on the Board has contributed to the composition of the Board and the key Committees failing to comply with the provisions of the UK Code." The remuneration report has consistently registered significant levels of dissent from shareholders since the 2014 AGM, during which time the director has chaired the Remuneration Committee. Given the continued level of dissent, along with ongoing concerns regarding the viability of the remuneration arrangements at the Company, the director's re-election cannot be supported. Votes FOR the remaining nominees are warranted.

JD Sports Fashion Plc	JD	United Kingdom	1/07/2021	Elect Director	Re-elect Andrew Leslie as Director	Against	Against	Votes AGAINST incumbent Nominating Committee chair Peter Cowgill are warranted for lack of gender diversity on the board.A vote AGAINST the re-election of Peter Cowgill is further warranted because:" Peter Cowgill serves in the effective role of a combined Board Chair and CEO, which contradicts the provisions of the UK Corporate Governance Code." In addition to being Executive Chair at JD Sports, Peter Cowgill serves as board chair of Quiz Plc. He is also chair of a non-listed company, Roxor Group Limited. These are significant external time commitments, and may potentially undermine his effectiveness as the Executive Chair of the Company.A vote AGAINST the re-election of Andrew Leslie is warranted because:" Andrew Leslie is a non-independent NED on the Board, and is also Chair of the Remuneration Committee and a member of the Audit Committee. His membership on the Board has contributed to the composition of the Board and the key Committees failing to comply with the provisions of the UK Code." The remuneration report has consistently registered significant levels of dissent from shareholders since the 2014 AGM, during which time the director has chaired the Remuneration Committee. Given the continued level of dissent, along with ongoing concerns regarding the viability of the remuneration arrangements at the Company, the director's re-election cannot be supported.Votes FOR the remaining nominees are warranted.
JD Sports Fashion Plc	JD	United Kingdom	1/07/2021	Elect Director	Re-elect Martin Davies as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Peter Cowgill are warranted for lack of gender diversity on the board.A vote AGAINST the re-election of Peter Cowgill is further warranted because:" Peter Cowgill serves in the effective role of a combined Board Chair and CEO, which contradicts the provisions of the UK Corporate Governance Code." In addition to being Executive Chair at JD Sports, Peter Cowgill serves as board chair of Quiz Plc. He is also chair of a non-listed company, Roxor Group Limited. These are significant external time commitments, and may potentially undermine his effectiveness as the Executive Chair of the Company.A vote AGAINST the re-election of Andrew Leslie is warranted because:" Andrew Leslie is a non-independent NED on the Board, and is also Chair of the Remuneration Committee and a member of the Audit Committee. His membership on the Board has contributed to the composition of the Board and the key Committees failing to comply with the provisions of the UK Code." The remuneration report has consistently registered significant levels of dissent from shareholders since the 2014 AGM, during which time the director has chaired the Remuneration Committee. Given the continued level of dissent, along with ongoing concerns regarding the viability of the remuneration arrangements at the Company, the director's re-election cannot be supported.Votes FOR the remaining nominees are warranted.
JD Sports Fashion Plc	JD	United Kingdom	1/07/2021	Elect Director	Re-elect Heather Jackson as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Peter Cowgill are warranted for lack of gender diversity on the board.A vote AGAINST the re-election of Peter Cowgill is further warranted because:" Peter Cowgill serves in the effective role of a combined Board Chair and CEO, which contradicts the provisions of the UK Corporate Governance Code." In addition to being Executive Chair at JD Sports, Peter Cowgill serves as board chair of Quiz Plc. He is also chair of a non-listed company, Roxor Group Limited. These are significant external time commitments, and may potentially undermine his effectiveness as the Executive Chair of the Company.A vote AGAINST the re-election of Andrew Leslie is warranted because:" Andrew Leslie is a non-independent NED on the Board, and is also Chair of the Remuneration Committee and a member of the Audit Committee. His membership on the Board has contributed to the composition of the Board and the key Committees failing to comply with the provisions of the UK Code." The remuneration report has consistently registered significant levels of dissent from shareholders since the 2014 AGM, during which time the director has chaired the Remuneration Committee. Given the continued level of dissent, along with ongoing concerns regarding the viability of the remuneration arrangements at the Company, the director's re-election cannot be supported.Votes FOR the remaining nominees are warranted.
JD Sports Fashion Plc	JD	United Kingdom	1/07/2021	Elect Director	Re-elect Kath Smith as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Peter Cowgill are warranted for lack of gender diversity on the board.A vote AGAINST the re-election of Peter Cowgill is further warranted because:" Peter Cowgill serves in the effective role of a combined Board Chair and CEO, which contradicts the provisions of the UK Corporate Governance Code." In addition to being Executive Chair at JD Sports, Peter Cowgill serves as board chair of Quiz Plc. He is also chair of a non-listed company, Roxor Group Limited. These are significant external time commitments, and may potentially undermine his effectiveness as the Executive Chair of the Company.A vote AGAINST the re-election of Andrew Leslie is warranted because:" Andrew Leslie is a non-independent NED on the Board, and is also Chair of the Remuneration Committee and a member of the Audit Committee. His membership on the Board has contributed to the composition of the Board and the key Committees failing to comply with the provisions of the UK Code." The remuneration report has consistently registered significant levels of dissent from shareholders since the 2014 AGM, during which time the director has chaired the Remuneration Committee. Given the continued level of dissent, along with ongoing concerns regarding the viability of the remuneration arrangements at the Company, the director's re-election cannot be supported.Votes FOR the remaining nominees are warranted.
JD Sports Fashion Plc	JD	United Kingdom	1/07/2021	Approve Stock Split	Approve Share Sub-Division	For	For	A vote FOR this resolution is warranted because no corporate governance concerns have been identified.
Janus Henderson Group Plc	JHG	Jersey	4/05/2022	Elect Director	Elect Director Alison Davis	For	For	A vote FOR the director nominees is warranted.
Janus Henderson Group Plc	JHG	Jersey	4/05/2022	Elect Director	Elect Director Angela Seymour-Jackson	For	For	A vote FOR the director nominees is warranted.
Janus Henderson Group Plc	JHG	Jersey	4/05/2022	Elect Director	Elect Director Kalpana Desai	For	For	A vote FOR the director nominees is warranted.
Janus Henderson Group Plc	JHG	Jersey	4/05/2022	Elect Director	Elect Director Jeffrey Diemeier	For	For	A vote FOR the director nominees is warranted.
Janus Henderson Group Plc	JHG	Jersey	4/05/2022	Elect Director	Elect Director Kevin Dolan	For	For	A vote FOR the director nominees is warranted.
Janus Henderson Group Plc	JHG	Jersey	4/05/2022	Elect Director	Elect Director Eugene Flood, Jr.	For	For	A vote FOR the director nominees is warranted.
Janus Henderson Group Plc	JHG	Jersey	4/05/2022	Elect Director	Elect Director Edward Garden	For	For	A vote FOR the director nominees is warranted.
Janus Henderson Group Plc	JHG	Jersey	4/05/2022	Elect Director	Elect Director Richard Gillingwater	For	For	A vote FOR the director nominees is warranted.
Janus Henderson Group Plc	JHG	Jersey	4/05/2022	Elect Director	Elect Director Lawrence Koehard	For	For	A vote FOR the director nominees is warranted.
Janus Henderson Group Plc	JHG	Jersey	4/05/2022	Elect Director	Elect Director Nelson Peltz	For	For	A vote FOR the director nominees is warranted.
Janus Henderson Group Plc	JHG	Jersey	4/05/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Increase in the Cap on Aggregate Annual Compensation for Non-Executive Directors	For	For	A qualified vote FOR the increase in the maximum aggregate remuneration of non-executive directors is warranted on the basis that the company discloses that: * The increase in the NED fee cap will facilitate the anticipated board refreshment over the next 12 months, including an increase in the number of directors; and * It forecasts annual NED fees and supplemental compensation will be approximately US\$3.26 million in FY22, which is above the current cap of US\$3.0 million. The recommendation is qualified to highlight the high level of increase sought in this resolution of 23 percent.
Janus Henderson Group Plc	JHG	Jersey	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Janus Henderson Group Plc	JHG	Jersey	4/05/2022	Advisory Vote on Say on Pay Frequency	Advisory Vote on Say on Pay Frequency	One Year	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.
Janus Henderson Group Plc	JHG	Jersey	4/05/2022	Approve Non-Qualified Employee Stock Purchase Plan	Approve Nonqualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted given that the plan is broad-based, provides for a reasonable discount, and the offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.
Janus Henderson Group Plc	JHG	Jersey	4/05/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Janus Henderson Group Plc	JHG	Jersey	4/05/2022	Authorise Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR these resolutions is warranted because the repurchases would take place on the open market, giving all shareholders the opportunity to take part.
Janus Henderson Group Plc	JHG	Jersey	4/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of CDs	For	For	A vote FOR these resolutions is warranted because the repurchases would take place on the open market, giving all shareholders the opportunity to take part.
Janus Henderson Group Plc	JHG	Jersey	4/05/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers LLP as Auditors and Authorise Audit Committee to Fix Their Remuneration	For	For	A vote FOR this proposal to ratify the auditor is warranted.
James Hardie Industries Plc	JHX	Ireland	26/08/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's submission of the Financial Report and Directors' Report is warranted. This is not a contentious item, given the financial statements have received an unqualified audit opinion and there have been no significant governance concerns identified in regard to this resolution.
James Hardie Industries Plc	JHX	Ireland	26/08/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve the Remuneration Report	For	For	A qualified vote FOR this resolution is warranted.* The company's remuneration structure has not changed materially from prior years.* The company has performed well in FY21 and remuneration outcomes are consistent with strong performance and shareholder outcomes.* Some shareholders may consider that executive remuneration increases have led to an over-alignment between pay and performance.Executive remuneration in FY21 and disclosed increases in FY22 are excessive relative to market median of similar sized ASX-listed companies. The CEO's fixed remuneration is below market median however the company has weighted a significant portion of the CEO's total remuneration toward incentive based awards which is well in excess of Australian market standards. This is compounded by significant increases in fixed remuneration for the CEO in FY21 and FY22 and increases in the LTI award opportunity in FY22.
James Hardie Industries Plc	JHX	Ireland	26/08/2021	Elect Director	Elect Suzanne B. Rowland as Director	For	For	A vote FOR the re-election of non-independent Chairman Michael Hammes, is warranted at this time given the company's commitment to ongoing Board renewal. Hammes is classified as non-independent due to his tenure on the Board exceeding 12 years.A vote FOR the election of Persio Lisboa, Suzanne Rowland and Dean Seavers is warranted as they are independent directors and no significant governance concerns have been identified regarding their nominations.
James Hardie Industries Plc	JHX	Ireland	26/08/2021	Elect Director	Elect Dean Seavers as Director	For	For	A vote FOR the re-election of non-independent Chairman Michael Hammes, is warranted at this time given the company's commitment to ongoing Board renewal. Hammes is classified as non-independent due to his tenure on the Board exceeding 12 years.A vote FOR the election of Persio Lisboa, Suzanne Rowland and Dean Seavers is warranted as they are independent directors and no significant governance concerns have been identified regarding their nominations.
James Hardie Industries Plc	JHX	Ireland	26/08/2021	Elect Director	Elect Michael Hammes as Director	For	For	A vote FOR the re-election of non-independent Chairman Michael Hammes, is warranted at this time given the company's commitment to ongoing Board renewal. Hammes is classified as non-independent due to his tenure on the Board exceeding 12 years.A vote FOR the election of Persio Lisboa, Suzanne Rowland and Dean Seavers is warranted as they are independent directors and no significant governance concerns have been identified regarding their nominations.
James Hardie Industries Plc	JHX	Ireland	26/08/2021	Elect Director	Elect Persio V. Lisboa as Director	For	For	A vote FOR the re-election of non-independent Chairman Michael Hammes, is warranted at this time given the company's commitment to ongoing Board renewal. Hammes is classified as non-independent due to his tenure on the Board exceeding 12 years.A vote FOR the election of Persio Lisboa, Suzanne Rowland and Dean Seavers is warranted as they are independent directors and no significant governance concerns have been identified regarding their nominations.
James Hardie Industries Plc	JHX	Ireland	26/08/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorize Board to Fix Remuneration of Auditors	For	For	A vote FOR this proposal is warranted because this is a routine item and no significant concerns have been identified.
James Hardie Industries Plc	JHX	Ireland	26/08/2021	Amend Omnibus Stock Plan	Approve Amendment to the James Hardie Industries Equity Incentive Plan 2001	For	For	A vote FOR the proposed amendments is warranted as the changes are not contentious and aligned with local standards of corporate governance concerning employee and executive incentive plans.
James Hardie Industries Plc	JHX	Ireland	26/08/2021	Amend Restricted Stock Plan	Approve Amendment to the James Hardie Industries Long Term Incentive Plan 2006	For	For	A vote FOR the re-approval of the 2006 LTI Plan is warranted because the provisions of the plan appear reasonable in the context of the company's overall remuneration practices, no material governance issues have been identified and the individual terms and conditions of each proposed grant to the CEO under the Plan are observed to be subject to shareholder approval.

James Hardie Industries Plc	JHX	Ireland	26/08/2021	Approve Share Plan Grant	Approve the Grant of Fiscal Year 2022 Return on Capital Employed Restricted Stock Units to Jack Truong	For	For	A qualified vote FOR the FY22 LTI grant of RSUs to the CEO is warranted.* Higher ROCE hurdles that have been set more in line with improved outcomes over the last three years.* The CEO's remuneration structure is positioned with a higher weighting of variable pay based on long-term performance measures, and* The board has the ability to exercise negative discretion, which is has been observed to have done so in prior years, to reduce the amount of vesting.Concerns highlighted in the qualification are as follows:* the quantum of the LTI award is considerably higher than Australian market peers (although better aligned with US pay norms).* vesting of the TSR measure commences as less than median levels of performance i.e. 40th percentile,* the number of relative TSR RSUs is high because a discounted fair value Monte Carlo simulation valuation is used which typically includes a discount factor that the TSR performance targets may not be met,* adjustments to the ROCE metric calculation to exclude certain legacy (asbestos and regulatory costs) and impairment charges are overly generous.* It is unclear if the maximum number of RSUs subject to approval will be adjusted downward in light of the recent strength in the company's share price, and* shareholders are excluded from voting on half of the CEO's LTI award (valued at US\$8.6 million) because it is cash-based rather than equity.
James Hardie Industries Plc	JHX	Ireland	26/08/2021	Approve Share Plan Grant	Approve the Grant of Fiscal Year 2022 Relative Total Shareholder Return Restricted Stock Units to Jack Truong	For	For	A qualified vote FOR the FY22 LTI grant of RSUs to the CEO is warranted.* Higher ROCE hurdles that have been set more in line with improved outcomes over the last three years.* The CEO's remuneration structure is positioned with a higher weighting of variable pay based on long-term performance measures, and* The board has the ability to exercise negative discretion, which is has been observed to have done so in prior years, to reduce the amount of vesting.Concerns highlighted in the qualification are as follows:* the quantum of the LTI award is considerably higher than Australian market peers (although better aligned with US pay norms).* vesting of the TSR measure commences as less than median levels of performance i.e. 40th percentile,* the number of relative TSR RSUs is high because a discounted fair value Monte Carlo simulation valuation is used which typically includes a discount factor that the TSR performance targets may not be met,* adjustments to the ROCE metric calculation to exclude certain legacy (asbestos and regulatory costs) and impairment charges are overly generous.* It is unclear if the maximum number of RSUs subject to approval will be adjusted downward in light of the recent strength in the company's share price, and* shareholders are excluded from voting on half of the CEO's LTI award (valued at US\$8.6 million) because it is cash-based rather than equity.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Elect Director	Re-elect Patrick Thomas as Director	Against	Against	Votes AGAINST incumbent Nominating Committee chair Patrick Thomas are warranted for lack of gender diversity on the board.Votes FOR the remaining nominees are warranted.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Elect Director	Re-elect Doug Webb as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Patrick Thomas are warranted for lack of gender diversity on the board.Votes FOR the remaining nominees are warranted.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights in Connection with an Acquisition or Other Capital Investment	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted, although it is not without concerns for shareholders.* The new CFO has been appointed on a higher salary than his predecessor and executive salary levels rank above similar sized companies.The main reasons for support are: * No further material concerns have been identified, including in relation to the alignment between pay and both performance and the Company response to the impact of COVID-19.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Elect Director	Elect Stephen Oxley as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Patrick Thomas are warranted for lack of gender diversity on the board.Votes FOR the remaining nominees are warranted.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Elect Director	Re-elect Jane Griffiths as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Patrick Thomas are warranted for lack of gender diversity on the board.Votes FOR the remaining nominees are warranted.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Elect Director	Re-elect Xiaozhi Liu as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Patrick Thomas are warranted for lack of gender diversity on the board.Votes FOR the remaining nominees are warranted.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Elect Director	Re-elect Robert MacLeod as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Patrick Thomas are warranted for lack of gender diversity on the board.Votes FOR the remaining nominees are warranted.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Elect Director	Re-elect Chris Mottershead as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Patrick Thomas are warranted for lack of gender diversity on the board.Votes FOR the remaining nominees are warranted.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Elect Director	Re-elect John O'Higgins as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Patrick Thomas are warranted for lack of gender diversity on the board.Votes FOR the remaining nominees are warranted.
Johnson & Johnson	JNJ	USA	28/04/2022	Product Toxicity and Safety	Discontinue Global Sales of Baby Powder Containing Talc	Against	Against	A vote AGAINST this proposal is warranted as the company discloses a variety of information surrounding talc in its products and cites multiple studies proving the safety of its talc.
Johnson & Johnson	JNJ	USA	28/04/2022	Charitable Contributions	Report on Charitable Contributions	Against	Against	A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.
Johnson & Johnson	JNJ	USA	28/04/2022	Political Lobbying Disclosure	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	For	For	A vote FOR this resolution is warranted, as more comprehensive information comparing Johnson & Johnson's public policy statement on Universal Health Coverage and its political contributions and lobbying efforts would benefit shareholders in assessing its management of related risks.
Johnson & Johnson	JNJ	USA	28/04/2022	Use GAAP for Executive Compensation Metrics	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	For	For	A vote FOR this proposal is warranted in light of the significant shareholder concerns recently raised regarding the company's exclusion of certain litigation-related costs from the executive compensation program, along with the magnitude of recent litigation expenses and the continued exclusion of a similar expense from the 2021 incentive program. Given that the proposal would provide the board with flexibility to adjust the application of the policy in individual circumstances, with an explanation to shareholders, the request is not viewed as overly prescriptive.
Johnson & Johnson	JNJ	USA	28/04/2022	Report on Pay Disparity	Consider Pay Disparity Between Executives and Other Employees	Against	Against	A vote AGAINST this proposal is warranted. It is unclear whether the request for the board to consider and to disclose how it considered the pay grades and/or salary ranges of all classifications of company employees when setting target amounts for CEO compensation would produce meaningful information on compensation policies and practices beyond what the company already discloses in its proxy. Also, there are no significant concerns identified with respect to the company's executive pay disclosure or pay targeting process.
Johnson & Johnson	JNJ	USA	28/04/2022	Elect Director	Elect Director Darius Adamszyk	For	For	A vote FOR the director nominee is warranted.
Johnson & Johnson	JNJ	USA	28/04/2022	Elect Director	Elect Director Mary C. Beckerle	For	For	A vote FOR the director nominee is warranted.
Johnson & Johnson	JNJ	USA	28/04/2022	Elect Director	Elect Director D. Scott Davis	For	For	A vote FOR the director nominee is warranted.
Johnson & Johnson	JNJ	USA	28/04/2022	Elect Director	Elect Director Ian E. L. Davis	For	For	A vote FOR the director nominee is warranted.
Johnson & Johnson	JNJ	USA	28/04/2022	Elect Director	Elect Director Jennifer A. Doudna	For	For	A vote FOR the director nominee is warranted.
Johnson & Johnson	JNJ	USA	28/04/2022	Elect Director	Elect Director Joaquin Duato	For	For	A vote FOR the director nominee is warranted.
Johnson & Johnson	JNJ	USA	28/04/2022	Elect Director	Elect Director Alex Gorsky	For	For	A vote FOR the director nominee is warranted.
Johnson & Johnson	JNJ	USA	28/04/2022	Elect Director	Elect Director Marilyn A. Hewson	For	For	A vote FOR the director nominee is warranted.
Johnson & Johnson	JNJ	USA	28/04/2022	Elect Director	Elect Director Hubert Joly	For	For	A vote FOR the director nominee is warranted.
Johnson & Johnson	JNJ	USA	28/04/2022	Elect Director	Elect Director Mark B. McClellan	For	For	A vote FOR the director nominee is warranted.
Johnson & Johnson	JNJ	USA	28/04/2022	Elect Director	Elect Director Anne M. Mulcahy	For	For	A vote FOR the director nominee is warranted.
Johnson & Johnson	JNJ	USA	28/04/2022	Elect Director	Elect Director A. Eugene Washington	For	For	A vote FOR the director nominee is warranted.
Johnson & Johnson	JNJ	USA	28/04/2022	Elect Director	Elect Director Mark A. Weinberger	For	For	A vote FOR the director nominee is warranted.
Johnson & Johnson	JNJ	USA	28/04/2022	Elect Director	Elect Director Nadja Y. West	For	For	A vote FOR the director nominee is warranted.
Johnson & Johnson	JNJ	USA	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. Following low support for the 2021 say-on-pay proposal, the company engaged with shareholders, disclosed their feedback in the proxy statement, and made improvements to 2022 proxy statement disclosure to address investors' concerns. In particular, the company provided greater disclosure of the factors considered by the compensation committee relating to non-GAAP adjustments and disclosed that the board has adopted new procedures for routinely evaluating such adjustments. In addition, incentive programs remain largely performance-conditioned, and CEO pay and company performance are reasonably aligned for the year in review. Further, although incentive metrics for 2021 were adjusted to exclude litigation-related expenses, the size of the adjustment was significantly lower than in 2019 and 2020, and the company affirms that the adjustments were not related to opioid litigation. However, greater details in the proxy regarding the reconciliation of GAAP and non-GAAP metrics would be beneficial to shareholders.
Johnson & Johnson	JNJ	USA	28/04/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Johnson & Johnson	JNJ	USA	28/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Johnson & Johnson	JNJ	USA	28/04/2022	Company-Specific--Governance-Related	Adopt a Mandatory Arbitration Bylaw *Withdrawn Resolution*	Against	Against	This resolution was withdrawn; therefore, no vote recommendation is being made.
Johnson & Johnson	JNJ	USA	28/04/2022	Miscellaneous - Environmental & Social Counterproposal	Report on a Civil Rights, Equity, Diversity and Inclusion Audit	Against	Against	A vote AGAINST this proposal is warranted since the company has sufficient information regarding its Diversity, Equity, and Inclusion programs for shareholders to assess any reverse discrimination effect the company's employee programs and training materials may be having.
Johnson & Johnson	JNJ	USA	28/04/2022	Racial Equity and/or Civil Rights Audit	Oversee and Report a Racial Equity Audit	For	For	A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Johnson & Johnson's efforts to address the issue of racial inequality for its stakeholders and its management of related risks.

Johnson & Johnson	JNJ	USA	28/04/2022	Review Drug Pricing or Distribution	Report on Government Financial Support and Access to COVID-19 Vaccines and Therapeutics	For	For	A vote FOR this proposal is warranted, as reporting on the impact of public funding on the company's pricing and access plans would allow shareholders to better assess the company's management of related risks throughout the expected lifetime of the vaccine.
Johnson & Johnson	JNJ	USA	28/04/2022	Review Drug Pricing or Distribution	Report on Public Health Costs of Limited Sharing of Vaccine Technology	Against	Against	A vote AGAINST this proposal is warranted, as the company provides sufficient disclosure on its COVID-19 business strategy and how it assesses global vaccine production and limitations on vaccine technologies, and shareholders may be better served by relying on analysis from others, such as the scientific and economic community, to evaluate the relationship between intellectual property rights, the economy, and portfolio returns.
Juniper Networks, Inc.	JNPR	USA	11/05/2022	Elect Director	Elect Director Gary Daichendt	For	For	A vote FOR the director nominees is warranted.
Juniper Networks, Inc.	JNPR	USA	11/05/2022	Elect Director	Elect Director Anne DeLSanto	For	For	A vote FOR the director nominees is warranted.
Juniper Networks, Inc.	JNPR	USA	11/05/2022	Elect Director	Elect Director Kevin DeNuccio	For	For	A vote FOR the director nominees is warranted.
Juniper Networks, Inc.	JNPR	USA	11/05/2022	Elect Director	Elect Director James Dolce	For	For	A vote FOR the director nominees is warranted.
Juniper Networks, Inc.	JNPR	USA	11/05/2022	Elect Director	Elect Director Christine Gorjanc	For	For	A vote FOR the director nominees is warranted.
Juniper Networks, Inc.	JNPR	USA	11/05/2022	Elect Director	Elect Director Janet Haugen	For	For	A vote FOR the director nominees is warranted.
Juniper Networks, Inc.	JNPR	USA	11/05/2022	Elect Director	Elect Director Scott Kriens	For	For	A vote FOR the director nominees is warranted.
Juniper Networks, Inc.	JNPR	USA	11/05/2022	Elect Director	Elect Director Rahul Merchant	For	For	A vote FOR the director nominees is warranted.
Juniper Networks, Inc.	JNPR	USA	11/05/2022	Elect Director	Elect Director Rami Rahim	For	For	A vote FOR the director nominees is warranted.
Juniper Networks, Inc.	JNPR	USA	11/05/2022	Elect Director	Elect Director William Stensrud	For	For	A vote FOR the director nominees is warranted.
Juniper Networks, Inc.	JNPR	USA	11/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Juniper Networks, Inc.	JNPR	USA	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Annual incentives are primarily based on objective metrics and half of long-term equity awards are tied to performance.
Juniper Networks, Inc.	JNPR	USA	11/05/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	Against	Against	Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): " The plan cost is excessive " The three-year average burn rate is excessive " The plan allows broad discretion to accelerate vesting
JPMorgan Chase & Co.	JPM	USA	17/05/2022	Elect Director	Elect Director Linda B. Bammann	Against	Against	Votes AGAINST Risk Committee Chair Linda Bammann and Public Responsibility Committee Chair James Crown is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
JPMorgan Chase & Co.	JPM	USA	17/05/2022	Elect Director	Elect Director Stephen B. Burke	For	For	Votes AGAINST Risk Committee Chair Linda Bammann and Public Responsibility Committee Chair James Crown is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
JPMorgan Chase & Co.	JPM	USA	17/05/2022	Elect Director	Elect Director Todd A. Combs	For	For	Votes AGAINST Risk Committee Chair Linda Bammann and Public Responsibility Committee Chair James Crown is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
JPMorgan Chase & Co.	JPM	USA	17/05/2022	Elect Director	Elect Director James S. Crown	Against	Against	Votes AGAINST Risk Committee Chair Linda Bammann and Public Responsibility Committee Chair James Crown is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
JPMorgan Chase & Co.	JPM	USA	17/05/2022	Elect Director	Elect Director James Dimon	For	For	Votes AGAINST Risk Committee Chair Linda Bammann and Public Responsibility Committee Chair James Crown is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
JPMorgan Chase & Co.	JPM	USA	17/05/2022	Elect Director	Elect Director Timothy P. Flynn	For	For	Votes AGAINST Risk Committee Chair Linda Bammann and Public Responsibility Committee Chair James Crown is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
JPMorgan Chase & Co.	JPM	USA	17/05/2022	Elect Director	Elect Director Melody Hobson	For	For	Votes AGAINST Risk Committee Chair Linda Bammann and Public Responsibility Committee Chair James Crown is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
JPMorgan Chase & Co.	JPM	USA	17/05/2022	Elect Director	Elect Director Michael A. Neal	For	For	Votes AGAINST Risk Committee Chair Linda Bammann and Public Responsibility Committee Chair James Crown is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
JPMorgan Chase & Co.	JPM	USA	17/05/2022	Elect Director	Elect Director Phebe N. Novakovic	For	For	Votes AGAINST Risk Committee Chair Linda Bammann and Public Responsibility Committee Chair James Crown is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
JPMorgan Chase & Co.	JPM	USA	17/05/2022	Elect Director	Elect Director Virginia M. Rometty	For	For	Votes AGAINST Risk Committee Chair Linda Bammann and Public Responsibility Committee Chair James Crown is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
JPMorgan Chase & Co.	JPM	USA	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	The increase in reported CEO pay is primarily the result of a sizable, one-time award of stock appreciation rights. Although the CEO's annual LTI is entirely based on clearly disclosed multi-year goals, there are significant concerns regarding the structure of the one-time award, as the award lacks rigorous performance-vesting criteria, or even a premium exercise price. This structural concern is heightened given the substantial pay opportunities this off-cycle award provides. The executive pay program's reliance on discretion to determine annual incentives remains an ongoing concern, even when such discretion is guided by performance assessments against consistent metrics. While the company's recent improved performance may provide context to an increase in performance year pay, some investors may nonetheless question an increase in the CEO's annual-cycle award while long-term TSR lagged the S&P 500 and when the regular award was preceded by such a sizable one-time award. In light of these concerns, the quantitative pay-for-performance misalignment is not mitigated and a vote AGAINST this proposal is warranted.
JPMorgan Chase & Co.	JPM	USA	17/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
JPMorgan Chase & Co.	JPM	USA	17/05/2022	Report on Climate Change	Adopt Fossil Fuel Financing Policy Consistent with IEA's Net Zero 2050 Scenario	Against	Against	A vote AGAINST this resolution is warranted, due to the company's current commitments to a low-carbon economy and its expected goal setting.
JPMorgan Chase & Co.	JPM	USA	17/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.
JPMorgan Chase & Co.	JPM	USA	17/05/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted as shareholders would benefit from more independent oversight in the form of an independent chair.
JPMorgan Chase & Co.	JPM	USA	17/05/2022	Adopt a Policy on Ideological Board Diversity	Disclose Director Skills and Qualifications Including Ideological Perspectives	Against	Against	A vote AGAINST this resolution is warranted because the company's Corporate Governance Principles state that the board strives to ensure diversity of representation among its members, the company already provides information regarding the experience and qualifications of director nominees in matrix format, and the company is not lagging behind its peers in board diversity.
JPMorgan Chase & Co.	JPM	USA	17/05/2022	Company-Specific-Governance-Related	Amend Certificate of Incorporation to Become a Public Benefit Corporation	Against	Against	A vote AGAINST this proposal is warranted, as the request for the board to amend the company's Certificate of Incorporation to become a Public Benefit Corporation does not appear to be necessary to see that the company is acting in a responsible and sustainable way.
JPMorgan Chase & Co.	JPM	USA	17/05/2022	GHG Emissions	Report on Absolute Targets for Financed GHG Emissions in Line with Net Zero Commitments	For	For	A vote FOR this proposal is warranted, as additional information on the company's GHG emissions reduction efforts would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.
Kellogg Company	K	USA	29/04/2022	Elect Director	Elect Director Rod Gillum	For	For	A vote FOR the director nominees is warranted.
Kellogg Company	K	USA	29/04/2022	Elect Director	Elect Director Mary Laschinger	For	For	A vote FOR the director nominees is warranted.
Kellogg Company	K	USA	29/04/2022	Elect Director	Elect Director Erica Mann	For	For	A vote FOR the director nominees is warranted.
Kellogg Company	K	USA	29/04/2022	Elect Director	Elect Director Carolyn Tastad	For	For	A vote FOR the director nominees is warranted.
Kellogg Company	K	USA	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time.
Kellogg Company	K	USA	29/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Kellogg Company	K	USA	29/04/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Kellogg Company	K	USA	29/04/2022	Report on Pay Disparity	Consider Pay Disparity Between CEO and Other Employees	Against	Against	A vote AGAINST this proposal is warranted. It is not clear that the request to consider and disclose how it considered the pay grades and/or salary ranges of all classifications of company employees when setting target amounts for CEO compensation would produce meaningful information on compensation policies and practices beyond what the company already discloses in its proxy. Also, there are no significant concerns identified with respect to the company's executive pay disclosure or pay targeting process.
KBC Group SA/NV	KBC	Belgium	5/05/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Directors' Reports (Non-Voting)			No vote is required.
KBC Group SA/NV	KBC	Belgium	5/05/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Ratify PricewaterhouseCoopers as Auditors and Approve Auditors' Remuneration	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
KBC Group SA/NV	KBC	Belgium	5/05/2022	Elect Director	Reelect Christine Van Rijnseghem as Director	Against	Against	A vote FOR the election of Alicia Reyes Revuelta is warranted because: " The nominee is elected for a period not exceeding four years; " The candidate appears to possess the necessary qualifications for board membership; and " There is no known controversy concerning the candidate. A vote AGAINST the elections of Christine Van Rijnseghem and Marc Wittemans is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. Furthermore, Marc Wittemans is chairman of the audit committee as a non-independent director.
KBC Group SA/NV	KBC	Belgium	5/05/2022	Elect Director	Reelect Marc Wittemans as Director	Against	Against	A vote FOR the election of Alicia Reyes Revuelta is warranted because: " The nominee is elected for a period not exceeding four years; " The candidate appears to possess the necessary qualifications for board membership; and " There is no known controversy concerning the candidate. A vote AGAINST the elections of Christine Van Rijnseghem and Marc Wittemans is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. Furthermore, Marc Wittemans is chairman of the audit committee as a non-independent director.
KBC Group SA/NV	KBC	Belgium	5/05/2022	Elect Director	Elect Alicia Reyes Revuelta as Independent Director	For	For	A vote FOR the election of Alicia Reyes Revuelta is warranted because: " The nominee is elected for a period not exceeding four years; " The candidate appears to possess the necessary qualifications for board membership; and " There is no known controversy concerning the candidate. A vote AGAINST the elections of Christine Van Rijnseghem and Marc Wittemans is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. Furthermore, Marc Wittemans is chairman of the audit committee as a non-independent director.

KBC Group SA/NV	KBC	Belgium	5/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	A vote FOR is warranted because: * This proposal is in line with commonly used safeguards; * The authorization would allow KBC Group SA/NV to repurchase 10.00 percent of the outstanding share capital.
KBC Group SA/NV	KBC	Belgium	5/05/2022	Transact Other Business (Non-Voting)	Transact Other Business			This is a routine non-voting item.
KBC Group SA/NV	KBC	Belgium	5/05/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Auditors' Reports (Non-Voting)			No vote is required.
KBC Group SA/NV	KBC	Belgium	5/05/2022	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)			This is a non-voting item.
KBC Group SA/NV	KBC	Belgium	5/05/2022	Approve Financial Statements, Allocation of Income, and Discharge Directors	Approve Financial Statements, Allocation of Income, and Dividends of EUR 10.60 per Share	For	For	A vote FOR is warranted because: * There is an absence of a reverse auditor opinion or any compelling controversies concerning the annual accounts; and * Although the dividend payout ratio exceeds the 100 percent limit, the board considers the reserves to be sufficient to allow for the payment of a dividend, while the company does not have a history of excessive allocations to dividends.
KBC Group SA/NV	KBC	Belgium	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR is warranted, because: * The overall level of disclosure on both the plan is sufficient considering market practice and enables shareholders to assess the stringency of the policy; * Despite the absence of a long-term incentive plan, at least 40 percent of the variable remuneration is deferred and paid out in phantom stock. This is not without noting the absence of specific disclosure on the company and individual variable emolument with respect to target and achievement levels (ex-post basis) for the STI award.
KBC Group SA/NV	KBC	Belgium	5/05/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR is warranted in the absence of concerns regarding the continuation of the existing policy. The proposed amendments to increase the total pay package are not considered excessive.
KBC Group SA/NV	KBC	Belgium	5/05/2022	Approve Discharge of Board and President	Approve Discharge of Directors	For	For	A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.
KBC Group SA/NV	KBC	Belgium	5/05/2022	Approve Discharge of Auditors	Approve Discharge of Auditors	For	For	A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.
KBC Group SA/NV	KBC	Belgium	5/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Approve Auditors' Remuneration	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Keurig Dr Pepper Inc.	KDP	USA	9/06/2022	Elect Director	Elect Director Robert Gamgort	For	For	A vote FOR the director nominees is warranted.
Keurig Dr Pepper Inc.	KDP	USA	9/06/2022	Elect Director	Elect Director Michael Call	For	For	A vote FOR the director nominees is warranted.
Keurig Dr Pepper Inc.	KDP	USA	9/06/2022	Elect Director	Elect Director Olivier Goudet	For	For	A vote FOR the director nominees is warranted.
Keurig Dr Pepper Inc.	KDP	USA	9/06/2022	Elect Director	Elect Director Peter Harf	For	For	A vote FOR the director nominees is warranted.
Keurig Dr Pepper Inc.	KDP	USA	9/06/2022	Elect Director	Elect Director Juliette Hickman	For	For	A vote FOR the director nominees is warranted.
Keurig Dr Pepper Inc.	KDP	USA	9/06/2022	Elect Director	Elect Director Paul S. Michaels	For	For	A vote FOR the director nominees is warranted.
Keurig Dr Pepper Inc.	KDP	USA	9/06/2022	Elect Director	Elect Director Pamela H. Patsley	For	For	A vote FOR the director nominees is warranted.
Keurig Dr Pepper Inc.	KDP	USA	9/06/2022	Elect Director	Elect Director Lubomira Roehet	For	For	A vote FOR the director nominees is warranted.
Keurig Dr Pepper Inc.	KDP	USA	9/06/2022	Elect Director	Elect Director Debra Sandler	For	For	A vote FOR the director nominees is warranted.
Keurig Dr Pepper Inc.	KDP	USA	9/06/2022	Elect Director	Elect Director Robert Singer	For	For	A vote FOR the director nominees is warranted.
Keurig Dr Pepper Inc.	KDP	USA	9/06/2022	Elect Director	Elect Director Larry D. Young	For	For	A vote FOR the director nominees is warranted.
Keurig Dr Pepper Inc.	KDP	USA	9/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Keurig Dr Pepper Inc.	KDP	USA	9/06/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
KeyCorp	KEY	USA	12/05/2022	Elect Director	Elect Director Alexander M. Cutler	For	For	Cautionary support FOR Robin Hayes is warranted. Although Hayes did not attend at least 75 percent of his total board and committee meetings held during the fiscal year under review, the board discloses a rationale for the reason for the absences and a commitment by Hayes to attend at least 75 percent of his total board and committee meetings in 2022. A vote FOR the remaining director nominees is warranted.
KeyCorp	KEY	USA	12/05/2022	Elect Director	Elect Director Barbara R. Snyder	For	For	Cautionary support FOR Robin Hayes is warranted. Although Hayes did not attend at least 75 percent of his total board and committee meetings held during the fiscal year under review, the board discloses a rationale for the reason for the absences and a commitment by Hayes to attend at least 75 percent of his total board and committee meetings in 2022. A vote FOR the remaining director nominees is warranted.
KeyCorp	KEY	USA	12/05/2022	Elect Director	Elect Director Richard J. Tobin	For	For	Cautionary support FOR Robin Hayes is warranted. Although Hayes did not attend at least 75 percent of his total board and committee meetings held during the fiscal year under review, the board discloses a rationale for the reason for the absences and a commitment by Hayes to attend at least 75 percent of his total board and committee meetings in 2022. A vote FOR the remaining director nominees is warranted.
KeyCorp	KEY	USA	12/05/2022	Elect Director	Elect Director Todd J. Vasos	For	For	Cautionary support FOR Robin Hayes is warranted. Although Hayes did not attend at least 75 percent of his total board and committee meetings held during the fiscal year under review, the board discloses a rationale for the reason for the absences and a commitment by Hayes to attend at least 75 percent of his total board and committee meetings in 2022. A vote FOR the remaining director nominees is warranted.
KeyCorp	KEY	USA	12/05/2022	Elect Director	Elect Director David K. Wilson	For	For	Cautionary support FOR Robin Hayes is warranted. Although Hayes did not attend at least 75 percent of his total board and committee meetings held during the fiscal year under review, the board discloses a rationale for the reason for the absences and a commitment by Hayes to attend at least 75 percent of his total board and committee meetings in 2022. A vote FOR the remaining director nominees is warranted.
KeyCorp	KEY	USA	12/05/2022	Elect Director	Elect Director H. James Dallas	For	For	Cautionary support FOR Robin Hayes is warranted. Although Hayes did not attend at least 75 percent of his total board and committee meetings held during the fiscal year under review, the board discloses a rationale for the reason for the absences and a commitment by Hayes to attend at least 75 percent of his total board and committee meetings in 2022. A vote FOR the remaining director nominees is warranted.
KeyCorp	KEY	USA	12/05/2022	Elect Director	Elect Director Elizabeth R. Gile	For	For	Cautionary support FOR Robin Hayes is warranted. Although Hayes did not attend at least 75 percent of his total board and committee meetings held during the fiscal year under review, the board discloses a rationale for the reason for the absences and a commitment by Hayes to attend at least 75 percent of his total board and committee meetings in 2022. A vote FOR the remaining director nominees is warranted.
KeyCorp	KEY	USA	12/05/2022	Elect Director	Elect Director Ruth Ann M. Gillis	For	For	Cautionary support FOR Robin Hayes is warranted. Although Hayes did not attend at least 75 percent of his total board and committee meetings held during the fiscal year under review, the board discloses a rationale for the reason for the absences and a commitment by Hayes to attend at least 75 percent of his total board and committee meetings in 2022. A vote FOR the remaining director nominees is warranted.
KeyCorp	KEY	USA	12/05/2022	Elect Director	Elect Director Christopher M. Gorman	For	For	Cautionary support FOR Robin Hayes is warranted. Although Hayes did not attend at least 75 percent of his total board and committee meetings held during the fiscal year under review, the board discloses a rationale for the reason for the absences and a commitment by Hayes to attend at least 75 percent of his total board and committee meetings in 2022. A vote FOR the remaining director nominees is warranted.
KeyCorp	KEY	USA	12/05/2022	Elect Director	Elect Director Robin N. Hayes	For	For	Cautionary support FOR Robin Hayes is warranted. Although Hayes did not attend at least 75 percent of his total board and committee meetings held during the fiscal year under review, the board discloses a rationale for the reason for the absences and a commitment by Hayes to attend at least 75 percent of his total board and committee meetings in 2022. A vote FOR the remaining director nominees is warranted.
KeyCorp	KEY	USA	12/05/2022	Elect Director	Elect Director Carlton L. Highsmith	For	For	Cautionary support FOR Robin Hayes is warranted. Although Hayes did not attend at least 75 percent of his total board and committee meetings held during the fiscal year under review, the board discloses a rationale for the reason for the absences and a commitment by Hayes to attend at least 75 percent of his total board and committee meetings in 2022. A vote FOR the remaining director nominees is warranted.
KeyCorp	KEY	USA	12/05/2022	Elect Director	Elect Director Richard J. Hipple	For	For	Cautionary support FOR Robin Hayes is warranted. Although Hayes did not attend at least 75 percent of his total board and committee meetings held during the fiscal year under review, the board discloses a rationale for the reason for the absences and a commitment by Hayes to attend at least 75 percent of his total board and committee meetings in 2022. A vote FOR the remaining director nominees is warranted.
KeyCorp	KEY	USA	12/05/2022	Elect Director	Elect Director Devina A. Rankin	For	For	Cautionary support FOR Robin Hayes is warranted. Although Hayes did not attend at least 75 percent of his total board and committee meetings held during the fiscal year under review, the board discloses a rationale for the reason for the absences and a commitment by Hayes to attend at least 75 percent of his total board and committee meetings in 2022. A vote FOR the remaining director nominees is warranted.
KeyCorp	KEY	USA	12/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditor	For	For	A vote FOR this proposal to ratify the auditor is warranted.
KeyCorp	KEY	USA	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of the CEO's pay is conditioned on objective performance metrics, and the majority of equity grants utilize a multi-year performance period. With that said, continued monitoring of the pay program is warranted given the potential goal rigor concerns under the STI program and adjustments to target goals under the LTI due to interest rates.
Keysight Technologies, Inc.	KEYS	USA	17/03/2022	Elect Director	Elect Director James G. Cullen	For	For	A vote FOR the director nominees is warranted.
Keysight Technologies, Inc.	KEYS	USA	17/03/2022	Elect Director	Elect Director Michelle J. Holthaus	For	For	A vote FOR the director nominees is warranted.
Keysight Technologies, Inc.	KEYS	USA	17/03/2022	Elect Director	Elect Director Jean M. Nye	For	For	A vote FOR the director nominees is warranted.
Keysight Technologies, Inc.	KEYS	USA	17/03/2022	Elect Director	Elect Director Joanne B. Olsen	For	For	A vote FOR the director nominees is warranted.
Keysight Technologies, Inc.	KEYS	USA	17/03/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Keysight Technologies, Inc.	KEYS	USA	17/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual and long-term incentives are primarily performance-based, and equity awards rely on multi-year performance periods.
Keysight Technologies, Inc.	KEYS	USA	17/03/2022	Declassify the Board of Directors	Declassify the Board of Directors	For	For	A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.
Kingfisher Plc	KGF	United Kingdom	22/06/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Kingfisher Plc	KGF	United Kingdom	22/06/2022	Elect Director	Re-elect Jeff Carr as Director	For	For	A vote FOR these Directors is warranted at this time.

Kingfisher Plc	KGF	United Kingdom	22/06/2022	Elect Director	Re-elect Andrew Cosslett as Director	For	For	A vote FOR these Directors is warranted at this time.
Kingfisher Plc	KGF	United Kingdom	22/06/2022	Elect Director	Elect Thierry Garnier as Director	For	For	A vote FOR these Directors is warranted at this time.
Kingfisher Plc	KGF	United Kingdom	22/06/2022	Elect Director	Re-elect Sophie Gasperment as Director	For	For	A vote FOR these Directors is warranted at this time.
Kingfisher Plc	KGF	United Kingdom	22/06/2022	Elect Director	Re-elect Rakhi Goss-Custard as Director	For	For	A vote FOR these Directors is warranted at this time.
Kingfisher Plc	KGF	United Kingdom	22/06/2022	Ratify Auditors	Reappoint Deloitte LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Kingfisher Plc	KGF	United Kingdom	22/06/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Kingfisher Plc	KGF	United Kingdom	22/06/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Kingfisher Plc	KGF	United Kingdom	22/06/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Kingfisher Plc	KGF	United Kingdom	22/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Kingfisher Plc	KGF	United Kingdom	22/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted, although it is not without concern because: * Bonus targets were reduced versus the prior year, which partly contributed to the near maximum payouts during the year. Further, certain threshold targets reward negative growth performance. The main reasons for support are: * Executive pay appears broadly aligned with the Company's financial performance as well as the stakeholder experience during the year. There is also sufficient rationale and context for the target setting. * No overriding concerns have been identified.
Kingfisher Plc	KGF	United Kingdom	22/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Kingfisher Plc	KGF	United Kingdom	22/06/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Kingfisher Plc	KGF	United Kingdom	22/06/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Kingfisher Plc	KGF	United Kingdom	22/06/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR this resolution is warranted, although it is not without concern because: * The maximum bonus opportunity is being increased from 80% to 190%-200% of salary. The main reasons for support are: * A new LTIP is being proposed to replace the Alignment Shares and Delivering Value Incentive schemes, which will reduce the annual maximum LTIP opportunity from an aggregate 347%-373% of salary to 260%-275% of salary. The proposed terms will also bring the Company in line with current market practice in respect of granting LTIs. Furthermore, the revisions to the variable pay framework is supported by adequate rationale linked to the business strategy. * The policy includes improvements in its other features, including the mandatory bonus deferral and the enhanced shareholding requirements.
Kingfisher Plc	KGF	United Kingdom	22/06/2022	Approve Restricted Stock Plan	Approve Performance Share Plan	For	For	A vote FOR this resolution is warranted as the terms of the plan meet current recommended market practice.
Kingfisher Plc	KGF	United Kingdom	22/06/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Kingfisher Plc	KGF	United Kingdom	22/06/2022	Elect Director	Elect Bill Lennie as Director	For	For	A vote FOR these Directors is warranted at this time.
Kingfisher Plc	KGF	United Kingdom	22/06/2022	Elect Director	Re-elect Claudia Arney as Director	For	For	A vote FOR these Directors is warranted at this time.
Kingfisher Plc	KGF	United Kingdom	22/06/2022	Elect Director	Re-elect Bernard Bot as Director	For	For	A vote FOR these Directors is warranted at this time.
Kingfisher Plc	KGF	United Kingdom	22/06/2022	Elect Director	Re-elect Catherine Bradley as Director	For	For	A vote FOR these Directors is warranted at this time.
Kogan.com Limited	KGN	Australia	25/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST this remuneration report is warranted. Quantitative pay for performance analysis indicates a high concern for misalignment of pay, performance and shareholder interests, particularly regarding the retention options grant to the CEO and CFO/COO. The board utilized a backward-looking exercise price methodology, rather than the prevailing market price, which resulted in a discounted exercise price of approximately 38.2 percent. The discounted retention options vest solely with the passage of time and are not conditioned upon any performance criteria, despite having a high quantum relative to industry and peers.
Kogan.com Limited	KGN	Australia	25/11/2021	Elect Director	Elect David Shafer as Director	For	For	A qualified FOR the re-election of Executive Director David Shafer (Item 3) is warranted. He serves as one of two non-independent executives directors on the board and acts as CFO/COO and maintains a significant shareholding in the company. The qualification is to highlight that local governance standards do not support multiple executives on a board in the Australian market. In this case, independence concerns are mitigated, give the board is majority independent and Shafer does not sit on any key board committees.A vote FOR independent director nominee Janine Allis (Item 4) is warranted, as no material issues have been identified regarding her nomination in respect of board and committee composition.A qualified vote FOR the election of James Spenceley (Item 5) is warranted. He serves as an independent non-executive director and is disclosed as having extensive experience in the Telecommunications industry. The qualification is to highlight that he is considered overboarded, although concerns are mitigated given that aside from Kogan.com, the majority of his board commitments are with small companies outside the ASX300 index.
Kogan.com Limited	KGN	Australia	25/11/2021	Elect Director	Elect Janine Allis as Director	For	For	A qualified FOR the re-election of Executive Director David Shafer (Item 3) is warranted. He serves as one of two non-independent executives directors on the board and acts as CFO/COO and maintains a significant shareholding in the company. The qualification is to highlight that local governance standards do not support multiple executives on a board in the Australian market. In this case, independence concerns are mitigated, give the board is majority independent and Shafer does not sit on any key board committees.A vote FOR independent director nominee Janine Allis (Item 4) is warranted, as no material issues have been identified regarding her nomination in respect of board and committee composition.A qualified vote FOR the election of James Spenceley (Item 5) is warranted. He serves as an independent non-executive director and is disclosed as having extensive experience in the Telecommunications industry. The qualification is to highlight that he is considered overboarded, although concerns are mitigated given that aside from Kogan.com, the majority of his board commitments are with small companies outside the ASX300 index.
Kogan.com Limited	KGN	Australia	25/11/2021	Elect Director	Elect James Spenceley as Director	For	For	A qualified FOR the re-election of Executive Director David Shafer (Item 3) is warranted. He serves as one of two non-independent executives directors on the board and acts as CFO/COO and maintains a significant shareholding in the company. The qualification is to highlight that local governance standards do not support multiple executives on a board in the Australian market. In this case, independence concerns are mitigated, give the board is majority independent and Shafer does not sit on any key board committees.A vote FOR independent director nominee Janine Allis (Item 4) is warranted, as no material issues have been identified regarding her nomination in respect of board and committee composition.A qualified vote FOR the election of James Spenceley (Item 5) is warranted. He serves as an independent non-executive director and is disclosed as having extensive experience in the Telecommunications industry. The qualification is to highlight that he is considered overboarded, although concerns are mitigated given that aside from Kogan.com, the majority of his board commitments are with small companies outside the ASX300 index.
Kogan.com Limited	KGN	Australia	25/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Non-Executive Directors' Fee Pool	For	For	A qualified vote FOR this proposal is warranted given that the current NED fee expense is \$485,000 annually, leaving just \$15,000 under the current NED fee cap. Whilst the proposed increase in the NED feed cap of \$300,000 may be deemed excessive by some shareholders, the increase in the NED fee cap will provide the board with an ability to nominate additional non-executive directors. Moreover, there have been no significant increases in NED base fees in recent years and current NED fees are not considered excessive relative to the median of peers.
Kogan.com Limited	KGN	Australia	25/11/2021	Approve Omnibus Stock Plan	Approve Renewal of Equity Incentive Plan	For	For	A vote FOR this resolution is warranted at this time, notwithstanding concerns with the prior year excessive and problematic equity awards to executive directors. Support is in the basis that the EIP establishes a broader framework for equity incentives for a wider range of the company's employees, whereas any grants to executive directors would be expected to be presented to shareholders for approval.
Kogan.com Limited	KGN	Australia	25/11/2021	Approve the Spill Resolution	Approve the Spill Resolution	Against	Against	A vote AGAINST the spill resolution is recommended. Although remuneration arrangements raise significant concern for misalignment, there seems no benefit to shareholders at present to require a "spill" of the board. There are presently 4 non-executive directors, two of which have been recently appointed in 2021.
The Kraft Heinz Company	KHC	USA	5/05/2022	Elect Director	Elect Director Gregory E. Abel	For	For	A vote FOR the director nominees is warranted.
The Kraft Heinz Company	KHC	USA	5/05/2022	Elect Director	Elect Director John T. Cahill	For	For	A vote FOR the director nominees is warranted.
The Kraft Heinz Company	KHC	USA	5/05/2022	Elect Director	Elect Director Joao M. Castro-Neves	For	For	A vote FOR the director nominees is warranted.
The Kraft Heinz Company	KHC	USA	5/05/2022	Elect Director	Elect Director Lori Dickerson Fouche	For	For	A vote FOR the director nominees is warranted.
The Kraft Heinz Company	KHC	USA	5/05/2022	Elect Director	Elect Director Timothy Kenesey	For	For	A vote FOR the director nominees is warranted.
The Kraft Heinz Company	KHC	USA	5/05/2022	Elect Director	Elect Director Alicia Knapp	For	For	A vote FOR the director nominees is warranted.
The Kraft Heinz Company	KHC	USA	5/05/2022	Elect Director	Elect Director Elio Leoni Sceti	For	For	A vote FOR the director nominees is warranted.
The Kraft Heinz Company	KHC	USA	5/05/2022	Elect Director	Elect Director Susan Mulder	For	For	A vote FOR the director nominees is warranted.
The Kraft Heinz Company	KHC	USA	5/05/2022	Elect Director	Elect Director James Park	For	For	A vote FOR the director nominees is warranted.
The Kraft Heinz Company	KHC	USA	5/05/2022	Elect Director	Elect Director Miguel Patricia	For	For	A vote FOR the director nominees is warranted.
The Kraft Heinz Company	KHC	USA	5/05/2022	Elect Director	Elect Director John C. Pope	For	For	A vote FOR the director nominees is warranted.
The Kraft Heinz Company	KHC	USA	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST the proposal is warranted. A significant portion of the STI payout is based on individual performance with limited disclosure of metric performance, while the financial metric target was set below the prior year's actual performance without a corresponding decrease in target payout. In addition, each executive's target bonus opportunity was relatively high. Though some improvements were made to the LTI program, including an increased performance period, a majority of the annual equity grant is still in time-vested equity, and the relative TSR target was not disclosed. Furthermore, each non-CEO NEO received a special equity grant in FY21, which one NEO received for the second consecutive year.
The Kraft Heinz Company	KHC	USA	5/05/2022	Advisory Vote on Say on Pay Frequency	Advisory Vote on Say on Pay Frequency	One Year	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.
The Kraft Heinz Company	KHC	USA	5/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
The Kraft Heinz Company	KHC	USA	5/05/2022	Community -Environment Impact	Report on Metrics and Efforts to Reduce Water Related Risk	For	For	A vote FOR this resolution is warranted. Shareholders would benefit from the requested report as it would provide additional information on the company's water supply and conservation practices, particularly in its supply chains, thereby accounting for water risk throughout the entire value chain. Furthermore, the disclosure would allow the company to better manage water related risks and align company commitment to long term shareholder value.
Kimco Realty Corporation	KIM	USA	26/04/2022	Elect Director	Elect Director Milton Cooper	For	For	A vote FOR the director nominees is warranted.
Kimco Realty Corporation	KIM	USA	26/04/2022	Elect Director	Elect Director Philip E. Covello	For	For	A vote FOR the director nominees is warranted.
Kimco Realty Corporation	KIM	USA	26/04/2022	Elect Director	Elect Director Conor C. Flynn	For	For	A vote FOR the director nominees is warranted.
Kimco Realty Corporation	KIM	USA	26/04/2022	Elect Director	Elect Director Frank Lourenso	For	For	A vote FOR the director nominees is warranted.
Kimco Realty Corporation	KIM	USA	26/04/2022	Elect Director	Elect Director Henry Moniz	For	For	A vote FOR the director nominees is warranted.

Kimco Realty Corporation	KIM	USA	26/04/2022	Elect Director	Elect Director Mary Hogan Preusse	For	For	A vote FOR the director nominees is warranted.
Kimco Realty Corporation	KIM	USA	26/04/2022	Elect Director	Elect Director Valerie Richardson	For	For	A vote FOR the director nominees is warranted.
Kimco Realty Corporation	KIM	USA	26/04/2022	Elect Director	Elect Director Richard B. Saltzman	For	For	A vote FOR the director nominees is warranted.
Kimco Realty Corporation	KIM	USA	26/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. While some concerns remain regarding the significant portion of the annual incentive award that is based on individual performance, the majority of pay is conditioned on objective financial performance, resulting in an alignment between CEO pay and company performance for the year in review.
Kimco Realty Corporation	KIM	USA	26/04/2022	Ratify Auditors	Ratify Pricewaterhouse Coopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Kindred Group Plc	KIND	Malta	13/05/2022	Open Meeting	Open Meeting	For	For	These are routine opening formalities.
Kindred Group Plc	KIND	Malta	13/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is warranted because the remuneration schemes and awards generally do not contravene good European executive remuneration practice. However, the LTIP targets are not disclosed. Mitigating, the awards appear to be aligned with the company performance.
Kindred Group Plc	KIND	Malta	13/05/2022	Fix Number of Directors and/or Auditors	Fix Number of Directors	For	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.
Kindred Group Plc	KIND	Malta	13/05/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors	For	For	A vote FOR this item is warranted due to a lack of significant concerns with the proposed fees.
Kindred Group Plc	KIND	Malta	13/05/2022	Elect Director	Re-elect Peter Boggs as Director	For	For	A vote FOR this proposal is warranted because the company has disclosed the names of the nominees ahead of the meeting and no concerns have been identified.
Kindred Group Plc	KIND	Malta	13/05/2022	Elect Director	Re-elect Gunnel Duveblad as Director	For	For	A vote FOR this proposal is warranted because the company has disclosed the names of the nominees ahead of the meeting and no concerns have been identified.
Kindred Group Plc	KIND	Malta	13/05/2022	Elect Director	Re-elect Erik Forsberg as Director	For	For	A vote FOR this proposal is warranted because the company has disclosed the names of the nominees ahead of the meeting and no concerns have been identified.
Kindred Group Plc	KIND	Malta	13/05/2022	Elect Director	Re-elect Carl-Magnus Mansson as Director	For	For	A vote FOR this proposal is warranted because the company has disclosed the names of the nominees ahead of the meeting and no concerns have been identified.
Kindred Group Plc	KIND	Malta	13/05/2022	Elect Director	Re-elect Evert Carlsson as Director	For	For	A vote FOR this proposal is warranted because the company has disclosed the names of the nominees ahead of the meeting and no concerns have been identified.
Kindred Group Plc	KIND	Malta	13/05/2022	Elect Director	Re-elect Fredrik Peyron as Director	For	For	A vote FOR this proposal is warranted because the company has disclosed the names of the nominees ahead of the meeting and no concerns have been identified.
Kindred Group Plc	KIND	Malta	13/05/2022	Elect Director	Re-elect Heidi Skogster as Director	For	For	A vote FOR this proposal is warranted because the company has disclosed the names of the nominees ahead of the meeting and no concerns have been identified.
Kindred Group Plc	KIND	Malta	13/05/2022	Elect Chairman of Meeting	Elect Chairman of Meeting	For	For	These are routine opening formalities.
Kindred Group Plc	KIND	Malta	13/05/2022	Elect Board Chairman/Vice-Chairman	Appoint Evert Carlsson as Board Chair	For	For	A vote FOR this item is warranted since no concerns have been identified with this proposal.
Kindred Group Plc	KIND	Malta	13/05/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR is warranted because there are not any concerns regarding this proposal.
Kindred Group Plc	KIND	Malta	13/05/2022	Elect Member of Nominating Committee	Approve Guidelines on Electing Nomination Committee	For	For	A vote FOR the approval of the procedure for the appointment of a nominating committee is warranted due to the local market practice of including non-board members in the nominating committee.
Kindred Group Plc	KIND	Malta	13/05/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR this item is warranted because the proposed remuneration policy is generally in line with the European executive remuneration practices. However, this is not without the following concerns: * The exit payments appear excessive. * The derogation policy does not clearly define and limit any elements and to which derogations may apply. * The policy does not provide any explicit indication/cap to the company contributions to the executives' pension schemes.
Kindred Group Plc	KIND	Malta	13/05/2022	Approve Executive Share Option Plan	Approve Stock Option Plan	For	For	A vote FOR this resolution is warranted because no material concerns have been identified with the proposed plan features.
Kindred Group Plc	KIND	Malta	13/05/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	A qualified vote FOR this proposal is warranted because the company would be able to hold 14 percent of its share capital in treasury. Mitigating, under Item 26 the company proposes to cancel up to 23 million own shares (9.9 percent of the issued capital).
Kindred Group Plc	KIND	Malta	13/05/2022	Approve Reduction in Share Capital	Approve Reduction in Share Capital via Share Cancellation	For	For	This item warrants a vote FOR due to lack of corporate governance concern.
Kindred Group Plc	KIND	Malta	13/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For	A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.
Kindred Group Plc	KIND	Malta	13/05/2022	Close Meeting	Close Meeting			This is a non-voting item.
Kindred Group Plc	KIND	Malta	13/05/2022	Prepare and Approve List of Shareholders	Prepare and Approve the Register of Shareholders Entitled to Vote			These are routine opening formalities.
Kindred Group Plc	KIND	Malta	13/05/2022	Approve Minutes of Previous Meeting	Approve Agenda			These are routine opening formalities.
Kindred Group Plc	KIND	Malta	13/05/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or Vote Tabulation	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting			These are routine opening formalities.
Kindred Group Plc	KIND	Malta	13/05/2022	Reimburse Proxy Contest Expenses	Determine Whether the Meeting has been Duly Convened			These are routine opening formalities.
Kindred Group Plc	KIND	Malta	13/05/2022	Receive/Approve Report/Announcement	Statement by CEO			These are routine opening formalities.
Kindred Group Plc	KIND	Malta	13/05/2022	Approve Dividends	Approve Dividends	For	For	A vote FOR this item is warranted due to a lack of concerns.
Kindred Group Plc	KIND	Malta	13/05/2022	Accept Consolidated Financial Statements and Statutory Reports	Accept Consolidated Financial Statements and Statutory Reports	For	For	This item warrants a vote FOR because there are no specific concerns with the company's accounts.
Kindred Group Plc	KIND	Malta	13/05/2022	Open Meeting	Open Meeting			These are non-voting items.
Kindred Group Plc	KIND	Malta	13/05/2022	Close Meeting	Close Meeting			This is a non-voting item.
Kindred Group Plc	KIND	Malta	13/05/2022	Elect Chairman of Meeting	Elect Chairman of Meeting			These are non-voting items.
Kindred Group Plc	KIND	Malta	13/05/2022	Prepare and Approve List of Shareholders	Approve List of Shareholders			These are non-voting items.
Kindred Group Plc	KIND	Malta	13/05/2022	Acknowledge Proper Convening of Meeting	Approve Agenda			These are non-voting items.
Kindred Group Plc	KIND	Malta	13/05/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or Vote Tabulation	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting			These are non-voting items.
Kindred Group Plc	KIND	Malta	13/05/2022	Acknowledge Proper Convening of Meeting	Acknowledge Proper Convening of Meeting			These are non-voting items.
Kindred Group Plc	KIND	Malta	13/05/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	A qualified vote FOR this proposal is warranted because the company would be able to hold circa 14 percent of its share capital in treasury. However, under item 8, the company proposes to cancel up to 23 million own shares (9.9 percent of the issued capital).
Kindred Group Plc	KIND	Malta	13/05/2022	Approve Reduction in Share Capital	Approve Reduction in Share Capital via Share Cancellation	For	For	This item warrants a vote FOR due to lack of corporate governance concern.
Kindred Group Plc	KIND	Malta	13/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For	A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.
KLA Corporation	KLAC	USA	3/11/2021	Elect Director	Elect Director Edward Barnholt	For	For	A vote FOR the director nominees is warranted.
KLA Corporation	KLAC	USA	3/11/2021	Elect Director	Elect Director Robert Rango	For	For	A vote FOR the director nominees is warranted.
KLA Corporation	KLAC	USA	3/11/2021	Elect Director	Elect Director Richard Wallace	For	For	A vote FOR the director nominees is warranted.
KLA Corporation	KLAC	USA	3/11/2021	Elect Director	Elect Director Robert Calderoni	For	For	A vote FOR the director nominees is warranted.
KLA Corporation	KLAC	USA	3/11/2021	Elect Director	Elect Director Jeneanne Hanley	For	For	A vote FOR the director nominees is warranted.
KLA Corporation	KLAC	USA	3/11/2021	Elect Director	Elect Director Emiko Higashi	For	For	A vote FOR the director nominees is warranted.
KLA Corporation	KLAC	USA	3/11/2021	Elect Director	Elect Director Kevin Kennedy	For	For	A vote FOR the director nominees is warranted.
KLA Corporation	KLAC	USA	3/11/2021	Elect Director	Elect Director Gary Moore	For	For	A vote FOR the director nominees is warranted.
KLA Corporation	KLAC	USA	3/11/2021	Elect Director	Elect Director Marie Myers	For	For	A vote FOR the director nominees is warranted.
KLA Corporation	KLAC	USA	3/11/2021	Elect Director	Elect Director Kiran Patel	For	For	A vote FOR the director nominees is warranted.
KLA Corporation	KLAC	USA	3/11/2021	Elect Director	Elect Director Victor Peng	For	For	A vote FOR the director nominees is warranted.
KLA Corporation	KLAC	USA	3/11/2021	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
KLA Corporation	KLAC	USA	3/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual and long-term incentives are primarily performance-based. Long-term equity grants are measured over a three-year performance period and annual incentives utilize pre-set financial metrics
Kimberly-Clark Corporation	KMB	USA	27/04/2022	Elect Director	Elect Director Sylvia M. Burwell	For	For	A vote FOR the director nominees is warranted.
Kimberly-Clark Corporation	KMB	USA	27/04/2022	Elect Director	Elect Director Jaime A. Ramirez	For	For	A vote FOR the director nominees is warranted.
Kimberly-Clark Corporation	KMB	USA	27/04/2022	Elect Director	Elect Director Dunia A. Shive	For	For	A vote FOR the director nominees is warranted.
Kimberly-Clark Corporation	KMB	USA	27/04/2022	Elect Director	Elect Director Mark T. Smucker	For	For	A vote FOR the director nominees is warranted.
Kimberly-Clark Corporation	KMB	USA	27/04/2022	Elect Director	Elect Director Michael D. White	For	For	A vote FOR the director nominees is warranted.
Kimberly-Clark Corporation	KMB	USA	27/04/2022	Elect Director	Elect Director John W. Culver	For	For	A vote FOR the director nominees is warranted.
Kimberly-Clark Corporation	KMB	USA	27/04/2022	Elect Director	Elect Director Robert W. Dechard	For	For	A vote FOR the director nominees is warranted.
Kimberly-Clark Corporation	KMB	USA	27/04/2022	Elect Director	Elect Director Michael D. Hsu	For	For	A vote FOR the director nominees is warranted.
Kimberly-Clark Corporation	KMB	USA	27/04/2022	Elect Director	Elect Director Mae C. Jemison	For	For	A vote FOR the director nominees is warranted.
Kimberly-Clark Corporation	KMB	USA	27/04/2022	Elect Director	Elect Director S. Todd MacIin	For	For	A vote FOR the director nominees is warranted.
Kimberly-Clark Corporation	KMB	USA	27/04/2022	Elect Director	Elect Director Deirdre A. Mahlan	For	For	A vote FOR the director nominees is warranted.
Kimberly-Clark Corporation	KMB	USA	27/04/2022	Elect Director	Elect Director Sheryllyn S. McCoy	For	For	A vote FOR the director nominees is warranted.
Kimberly-Clark Corporation	KMB	USA	27/04/2022	Elect Director	Elect Director Christa S. Quarles	For	For	A vote FOR the director nominees is warranted.
Kimberly-Clark Corporation	KMB	USA	27/04/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Kimberly-Clark Corporation	KMB	USA	27/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Pay and performance are reasonably aligned for the year under review and incentive programs are largely tied to objective performance metrics. Although a NEO received a sizable severance payment, the payment is reasonable given that the company disclosed that the payout was in connection with an involuntary termination.

Kinderg Morgan, Inc.	KMI	USA	11/05/2022	Elect Director	Elect Director Richard D. Kinder	Against	Against	A vote AGAINST Executive Chairman Richard Kinder, Lead Director Michael Morgan, and EHS Committee Chair Robert (Bobby) Vagt is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. The company faces significant climate transition risk and appears to have no binding forward-looking GHG emissions reductions targets. Votes FOR the remaining director nominees are warranted.
Kinderg Morgan, Inc.	KMI	USA	11/05/2022	Elect Director	Elect Director Arthur C. Reichstetter	For	For	A vote AGAINST Executive Chairman Richard Kinder, Lead Director Michael Morgan, and EHS Committee Chair Robert (Bobby) Vagt is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. The company faces significant climate transition risk and appears to have no binding forward-looking GHG emissions reductions targets. Votes FOR the remaining director nominees are warranted.
Kinderg Morgan, Inc.	KMI	USA	11/05/2022	Elect Director	Elect Director C. Park Shaper	For	For	A vote AGAINST Executive Chairman Richard Kinder, Lead Director Michael Morgan, and EHS Committee Chair Robert (Bobby) Vagt is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. The company faces significant climate transition risk and appears to have no binding forward-looking GHG emissions reductions targets. Votes FOR the remaining director nominees are warranted.
Kinderg Morgan, Inc.	KMI	USA	11/05/2022	Elect Director	Elect Director William A. Smith	For	For	A vote AGAINST Executive Chairman Richard Kinder, Lead Director Michael Morgan, and EHS Committee Chair Robert (Bobby) Vagt is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. The company faces significant climate transition risk and appears to have no binding forward-looking GHG emissions reductions targets. Votes FOR the remaining director nominees are warranted.
Kinderg Morgan, Inc.	KMI	USA	11/05/2022	Elect Director	Elect Director Joel V. Staff	For	For	A vote AGAINST Executive Chairman Richard Kinder, Lead Director Michael Morgan, and EHS Committee Chair Robert (Bobby) Vagt is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. The company faces significant climate transition risk and appears to have no binding forward-looking GHG emissions reductions targets. Votes FOR the remaining director nominees are warranted.
Kinderg Morgan, Inc.	KMI	USA	11/05/2022	Elect Director	Elect Director Robert F. Vagt	Against	Against	A vote AGAINST Executive Chairman Richard Kinder, Lead Director Michael Morgan, and EHS Committee Chair Robert (Bobby) Vagt is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. The company faces significant climate transition risk and appears to have no binding forward-looking GHG emissions reductions targets. Votes FOR the remaining director nominees are warranted.
Kinderg Morgan, Inc.	KMI	USA	11/05/2022	Elect Director	Elect Director Perry M. Waughtal	For	For	A vote AGAINST Executive Chairman Richard Kinder, Lead Director Michael Morgan, and EHS Committee Chair Robert (Bobby) Vagt is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. The company faces significant climate transition risk and appears to have no binding forward-looking GHG emissions reductions targets. Votes FOR the remaining director nominees are warranted.
Kinderg Morgan, Inc.	KMI	USA	11/05/2022	Elect Director	Elect Director Steven J. Kean	For	For	A vote AGAINST Executive Chairman Richard Kinder, Lead Director Michael Morgan, and EHS Committee Chair Robert (Bobby) Vagt is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. The company faces significant climate transition risk and appears to have no binding forward-looking GHG emissions reductions targets. Votes FOR the remaining director nominees are warranted.
Kinderg Morgan, Inc.	KMI	USA	11/05/2022	Elect Director	Elect Director Kimberly A. Dang	For	For	A vote AGAINST Executive Chairman Richard Kinder, Lead Director Michael Morgan, and EHS Committee Chair Robert (Bobby) Vagt is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. The company faces significant climate transition risk and appears to have no binding forward-looking GHG emissions reductions targets. Votes FOR the remaining director nominees are warranted.
Kinderg Morgan, Inc.	KMI	USA	11/05/2022	Elect Director	Elect Director Ted A. Gardner	For	For	A vote AGAINST Executive Chairman Richard Kinder, Lead Director Michael Morgan, and EHS Committee Chair Robert (Bobby) Vagt is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. The company faces significant climate transition risk and appears to have no binding forward-looking GHG emissions reductions targets. Votes FOR the remaining director nominees are warranted.
Kinderg Morgan, Inc.	KMI	USA	11/05/2022	Elect Director	Elect Director Anthony W. Hall, Jr.	For	For	A vote AGAINST Executive Chairman Richard Kinder, Lead Director Michael Morgan, and EHS Committee Chair Robert (Bobby) Vagt is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. The company faces significant climate transition risk and appears to have no binding forward-looking GHG emissions reductions targets. Votes FOR the remaining director nominees are warranted.
Kinderg Morgan, Inc.	KMI	USA	11/05/2022	Elect Director	Elect Director Gary L. Hultquist	For	For	A vote AGAINST Executive Chairman Richard Kinder, Lead Director Michael Morgan, and EHS Committee Chair Robert (Bobby) Vagt is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. The company faces significant climate transition risk and appears to have no binding forward-looking GHG emissions reductions targets. Votes FOR the remaining director nominees are warranted.
Kinderg Morgan, Inc.	KMI	USA	11/05/2022	Elect Director	Elect Director Ronald L. Kuehn, Jr.	For	For	A vote AGAINST Executive Chairman Richard Kinder, Lead Director Michael Morgan, and EHS Committee Chair Robert (Bobby) Vagt is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. The company faces significant climate transition risk and appears to have no binding forward-looking GHG emissions reductions targets. Votes FOR the remaining director nominees are warranted.
Kinderg Morgan, Inc.	KMI	USA	11/05/2022	Elect Director	Elect Director Deborah A. Macdonald	For	For	A vote AGAINST Executive Chairman Richard Kinder, Lead Director Michael Morgan, and EHS Committee Chair Robert (Bobby) Vagt is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. The company faces significant climate transition risk and appears to have no binding forward-looking GHG emissions reductions targets. Votes FOR the remaining director nominees are warranted.
Kinderg Morgan, Inc.	KMI	USA	11/05/2022	Elect Director	Elect Director Michael C. Morgan	Against	Against	A vote AGAINST Executive Chairman Richard Kinder, Lead Director Michael Morgan, and EHS Committee Chair Robert (Bobby) Vagt is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. The company faces significant climate transition risk and appears to have no binding forward-looking GHG emissions reductions targets. Votes FOR the remaining director nominees are warranted.
Kinderg Morgan, Inc.	KMI	USA	11/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Kinderg Morgan, Inc.	KMI	USA	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review, though certain concerns are highlighted. Shareholders would benefit from improved disclosure surrounding the annual incentive and the continued practice of granting front-loaded equity limits the ability to adjust compensation for changes in performance. Both issues warrant continued monitoring.
CarMax, Inc.	KMX	USA	28/06/2022	Elect Director	Elect Director Peter J. Bensen	For	For	A vote FOR the director nominees is warranted.
CarMax, Inc.	KMX	USA	28/06/2022	Elect Director	Elect Director Ronald E. Blaylock	For	For	A vote FOR the director nominees is warranted.
CarMax, Inc.	KMX	USA	28/06/2022	Elect Director	Elect Director Sonsa Chawla	For	For	A vote FOR the director nominees is warranted.
CarMax, Inc.	KMX	USA	28/06/2022	Elect Director	Elect Director Thomas J. Follard	For	For	A vote FOR the director nominees is warranted.
CarMax, Inc.	KMX	USA	28/06/2022	Elect Director	Elect Director Shira Goodman	For	For	A vote FOR the director nominees is warranted.
CarMax, Inc.	KMX	USA	28/06/2022	Elect Director	Elect Director David W. McCreight	For	For	A vote FOR the director nominees is warranted.
CarMax, Inc.	KMX	USA	28/06/2022	Elect Director	Elect Director William D. Nash	For	For	A vote FOR the director nominees is warranted.
CarMax, Inc.	KMX	USA	28/06/2022	Elect Director	Elect Director Mark F. O'Neil	For	For	A vote FOR the director nominees is warranted.
CarMax, Inc.	KMX	USA	28/06/2022	Elect Director	Elect Director Pietro Satriano	For	For	A vote FOR the director nominees is warranted.
CarMax, Inc.	KMX	USA	28/06/2022	Elect Director	Elect Director Marcella Shinder	For	For	A vote FOR the director nominees is warranted.
CarMax, Inc.	KMX	USA	28/06/2022	Elect Director	Elect Director Mitchell D. Steenrod	For	For	A vote FOR the director nominees is warranted.
CarMax, Inc.	KMX	USA	28/06/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
CarMax, Inc.	KMX	USA	28/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily based on pre-set financial and operational metrics and long-term incentives added back performance-based equity awards for FY22.
KnowBe4, Inc.	KNBE	USA	16/05/2022	Elect Director	Elect Director Stephen Shanley	Withhold	Withhold	WITHHOLD votes are warranted for director nominee Stephen Shanley given the board's failure to amend, or subject to a sunset requirement, the dual class capital structure, supermajority vote requirement to enact certain changes to the governing documents and the classified board structure, each of which adversely impacts shareholder rights.
KnowBe4, Inc.	KNBE	USA	16/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Kone Oyj	KNEBV	Finland	1/03/2022	Open Meeting	Open Meeting			These are routine meeting formalities.
Kone Oyj	KNEBV	Finland	1/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report (Advisory Vote)	Against	Against	A vote AGAINST this item is warranted because the remuneration report reveals several practices that are considered below market standard, such as: "The remuneration paid from the annual bonus (STIP) in 2021 lacks information on performance criteria." The awards granted in 2021 from the 2020 LTIP lacks sufficient disclosure with regards to ex-post targets" The newly constructed LTIP is subject to annual changes in applicable criteria, impeding long-term thinking and consistency.
Kone Oyj	KNEBV	Finland	1/03/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman, and EUR 110,000 for Other Directors	Against	Against	A vote AGAINST this item is warranted, as the proposed director fees can be considered excessive in relation to comparable domestic peers.
Kone Oyj	KNEBV	Finland	1/03/2022	Fix Number of Directors and/or Auditors	Fix Number of Directors at Nine	For	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.
Kone Oyj	KNEBV	Finland	1/03/2022	Elect Directors (Bundled)	Reelect Matti Alahuhta, Susan Duinhoven, Antti Herlin, Iiris Herlin, Jussi Herlin, Ravi Kant and Jennifer Xin-Zhe Li as Directors; Elect Krishna Mikkilineni and Andreas Opfermann as New Directors	Against	Against	A vote AGAINST this proposal is warranted, due to: "The presence of an executive(s) on both audit-, remuneration- and nomination committees." Lack of independence on both audit-, remuneration committees.
Kone Oyj	KNEBV	Finland	1/03/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Approve Remuneration of Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Kone Oyj	KNEBV	Finland	1/03/2022	Fix Number of Directors and/or Auditors	Elect One Auditor for the Term Ending on the Conclusion of AGM 2022	For	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the number of auditors.
Kone Oyj	KNEBV	Finland	1/03/2022	Ratify Auditors	Ratify Ernst & Young as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Kone Oyj	KNEBV	Finland	1/03/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.
Kone Oyj	KNEBV	Finland	1/03/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Shares and Options without Preemptive Rights	For	For	A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.
Kone Oyj	KNEBV	Finland	1/03/2022	Close Meeting	Close Meeting			This is a non-voting formality.
Kone Oyj	KNEBV	Finland	1/03/2022	Call the Meeting to Order	Call the Meeting to Order			These are routine meeting formalities.

Kone Oyj	KNEBV	Finland	1/03/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or Vote Tabulation	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	For	For	These are routine meeting formalities.
Kone Oyj	KNEBV	Finland	1/03/2022	Acknowledge Proper Convening of Meeting	Acknowledge Proper Convening of Meeting	For	For	These are routine meeting formalities.
Kone Oyj	KNEBV	Finland	1/03/2022	Prepare and Approve List of Shareholders	Prepare and Approve List of Shareholders	For	For	These are routine meeting formalities.
Kone Oyj	KNEBV	Finland	1/03/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports	For	For	This is a routine, non-voting item.
Kone Oyj	KNEBV	Finland	1/03/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Kone Oyj	KNEBV	Finland	1/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share; Approve Extra Dividends of EUR 0.3475 per Class A Share and EUR 0.35 per Class B Share	For	For	A vote FOR this income allocation proposal is warranted, however, it should be noted that the proposed dividend exceeds earnings and thus the company will draw from reserves to pay out the dividend this year.
Kone Oyj	KNEBV	Finland	1/03/2022	Approve Discharge of Board and President	Approve Discharge of Board and President	For	For	A vote FOR this proposal is warranted as there is nothing suggesting that the board or the management have not fulfilled their fiduciary duties.
The Coca-Cola Company	KO	USA	26/04/2022	Elect Director	Elect Director Herb Allen	For	For	A vote FOR the director nominees is warranted.
The Coca-Cola Company	KO	USA	26/04/2022	Elect Director	Elect Director Caroline J. Tsay	For	For	A vote FOR the director nominees is warranted.
The Coca-Cola Company	KO	USA	26/04/2022	Elect Director	Elect Director David B. Weinberg	For	For	A vote FOR the director nominees is warranted.
The Coca-Cola Company	KO	USA	26/04/2022	Elect Director	Elect Director Marc Bolland	For	For	A vote FOR the director nominees is warranted.
The Coca-Cola Company	KO	USA	26/04/2022	Elect Director	Elect Director Ana Botin	For	For	A vote FOR the director nominees is warranted.
The Coca-Cola Company	KO	USA	26/04/2022	Elect Director	Elect Director Christopher C. Davis	For	For	A vote FOR the director nominees is warranted.
The Coca-Cola Company	KO	USA	26/04/2022	Elect Director	Elect Director Barry Diller	For	For	A vote FOR the director nominees is warranted.
The Coca-Cola Company	KO	USA	26/04/2022	Elect Director	Elect Director Helene D. Gayle	For	For	A vote FOR the director nominees is warranted.
The Coca-Cola Company	KO	USA	26/04/2022	Elect Director	Elect Director Alexis M. Herman	For	For	A vote FOR the director nominees is warranted.
The Coca-Cola Company	KO	USA	26/04/2022	Elect Director	Elect Director Maria Elena Lagomasino	For	For	A vote FOR the director nominees is warranted.
The Coca-Cola Company	KO	USA	26/04/2022	Elect Director	Elect Director James Quincey	For	For	A vote FOR the director nominees is warranted.
The Coca-Cola Company	KO	USA	26/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST the proposal is warranted. Annual incentives are primarily determined by financial growth metrics, and the majority of long-term incentives are performance-based with goals clearly disclosed. In addition, an increase in CEO pay is driven by a one-time award that is entirely performance conditioned, with fully disclosed goals that appear to be rigorous. However, disclosure around the rationale for the CEO's special award in the proxy statement is somewhat limited. Moreover, the company entered into a consulting agreement with a former NEO which provides for excessive compensation, which is considered a problematic pay practice.
The Coca-Cola Company	KO	USA	26/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
The Coca-Cola Company	KO	USA	26/04/2022	Product Toxicity and Safety	Report on External Public Health Costs	For	For	A vote FOR this proposal is warranted as shareholders would benefit from an increased disclosure and understanding of the use of sugar in the company's products and its role in the obesity epidemic and related health concerns.
The Coca-Cola Company	KO	USA	26/04/2022	Political Contributions Disclosure	Report on Global Public Policy and Political Influence	For	For	A vote FOR this resolution is warranted, as increased global transparency and disclosure around its memberships in political organizations and lobbying expenditures, as well as the company's management- and board-level oversight of spending would help shareholders evaluate the company's management of related risks and benefits.
The Coca-Cola Company	KO	USA	26/04/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.
The Kroger Co.	KR	USA	23/06/2022	Elect Director	Elect Director Nora A. Aufreiter	For	For	A vote FOR the director nominees is warranted.
The Kroger Co.	KR	USA	23/06/2022	Elect Director	Elect Director Mark S. Sutton	For	For	A vote FOR the director nominees is warranted.
The Kroger Co.	KR	USA	23/06/2022	Elect Director	Elect Director Ashok Vemuri	For	For	A vote FOR the director nominees is warranted.
The Kroger Co.	KR	USA	23/06/2022	Elect Director	Elect Director Kevin M. Brown	For	For	A vote FOR the director nominees is warranted.
The Kroger Co.	KR	USA	23/06/2022	Elect Director	Elect Director Elaine L. Chao	For	For	A vote FOR the director nominees is warranted.
The Kroger Co.	KR	USA	23/06/2022	Elect Director	Elect Director Anne Gates	For	For	A vote FOR the director nominees is warranted.
The Kroger Co.	KR	USA	23/06/2022	Elect Director	Elect Director Karen M. Hogust	For	For	A vote FOR the director nominees is warranted.
The Kroger Co.	KR	USA	23/06/2022	Elect Director	Elect Director W. Rodney McMullen	For	For	A vote FOR the director nominees is warranted.
The Kroger Co.	KR	USA	23/06/2022	Elect Director	Elect Director Clyde R. Moore	For	For	A vote FOR the director nominees is warranted.
The Kroger Co.	KR	USA	23/06/2022	Elect Director	Elect Director Ronald L. Sargent	For	For	A vote FOR the director nominees is warranted.
The Kroger Co.	KR	USA	23/06/2022	Elect Director	Elect Director J. Amanda Sourry Knox (Amanda Sourry)	For	For	A vote FOR the director nominees is warranted.
The Kroger Co.	KR	USA	23/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are tied to pre-set financial metrics and half of equity awards are performance based and utilize a multi-year performance period.
The Kroger Co.	KR	USA	23/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLC as Auditor	For	For	A vote FOR this proposal to ratify the auditor is warranted.
The Kroger Co.	KR	USA	23/06/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
The Kroger Co.	KR	USA	23/06/2022	Recycling	Report on Efforts to Reduce Plastic Use	For	For	A vote FOR this proposal is warranted, as additional disclosure on metrics and targets related to the use of plastic packaging would allow shareholders to better assess the company's management of associated financial, environmental, and reputational risks.
The Kroger Co.	KR	USA	23/06/2022	Human Rights Risk Assessment	Report on Human Rights and Protection of Farmworkers	For	For	A vote FOR this proposal is warranted, as additional information regarding policies the company has implemented to address human rights impacts and protection of farmworkers in its supply chain would allow shareholders to better gauge how well Kroger is managing human rights related risks.
The Kroger Co.	KR	USA	23/06/2022	Report on Climate Change	Report on Efforts to Eliminate HFCs in Refrigeration and Reduce GHG Emissions	For	For	A vote FOR this proposal is warranted, as investors would benefit from greater disclosure around the management of HFC emissions, especially in light of regulatory and competitive pressure.
The Kroger Co.	KR	USA	23/06/2022	Miscellaneous Proposal - Social	Report on Risks to Business Due to Increased Labor Market Pressure	For	For	A vote FOR this proposal is warranted as additional reporting and information regarding the company's potential exposure to risks related to increased labor market pressure would be beneficial to shareholders.
Loews Corporation	L	USA	10/05/2022	Elect Director	Elect Director Ann E. Berman	For	For	A vote FOR the director nominees is warranted.
Loews Corporation	L	USA	10/05/2022	Elect Director	Elect Director Joseph L. Bower	For	For	A vote FOR the director nominees is warranted.
Loews Corporation	L	USA	10/05/2022	Elect Director	Elect Director Charles D. Davidson	For	For	A vote FOR the director nominees is warranted.
Loews Corporation	L	USA	10/05/2022	Elect Director	Elect Director Charles M. Diker	For	For	A vote FOR the director nominees is warranted.
Loews Corporation	L	USA	10/05/2022	Elect Director	Elect Director Paul J. Fribourg	For	For	A vote FOR the director nominees is warranted.
Loews Corporation	L	USA	10/05/2022	Elect Director	Elect Director Walter L. Harris	For	For	A vote FOR the director nominees is warranted.
Loews Corporation	L	USA	10/05/2022	Elect Director	Elect Director Philip A. Laskawy	For	For	A vote FOR the director nominees is warranted.
Loews Corporation	L	USA	10/05/2022	Elect Director	Elect Director Susan P. Peters	For	For	A vote FOR the director nominees is warranted.
Loews Corporation	L	USA	10/05/2022	Elect Director	Elect Director Andrew H. Tisch	For	For	A vote FOR the director nominees is warranted.
Loews Corporation	L	USA	10/05/2022	Elect Director	Elect Director James S. Tisch	For	For	A vote FOR the director nominees is warranted.
Loews Corporation	L	USA	10/05/2022	Elect Director	Elect Director Jonathan M. Tisch	For	For	A vote FOR the director nominees is warranted.
Loews Corporation	L	USA	10/05/2022	Elect Director	Elect Director Anthony Welters	For	For	A vote FOR the director nominees is warranted.
Loews Corporation	L	USA	10/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Although there is some concern over incomplete disclosure of adjustments to the primary metric utilized under the STI and LTI programs, and the LTI metric is measured annually and overlaps with the STI metric, pay and performance are reasonably aligned, and adjustments lowered potential compensation payouts for the year in review.
Loews Corporation	L	USA	10/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditor	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Land Securities Group Plc	LAND	United Kingdom	8/07/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Land Securities Group Plc	LAND	United Kingdom	8/07/2021	Elect Director	Re-elect Nicholas Cadbury as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Land Securities Group Plc	LAND	United Kingdom	8/07/2021	Elect Director	Re-elect Madeleine Cosgrove as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Land Securities Group Plc	LAND	United Kingdom	8/07/2021	Elect Director	Re-elect Christophe Evain as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Land Securities Group Plc	LAND	United Kingdom	8/07/2021	Elect Director	Re-elect Cressida Hogg as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Land Securities Group Plc	LAND	United Kingdom	8/07/2021	Ratify Auditors	Reappoint Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Land Securities Group Plc	LAND	United Kingdom	8/07/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Land Securities Group Plc	LAND	United Kingdom	8/07/2021	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Land Securities Group Plc	LAND	United Kingdom	8/07/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Land Securities Group Plc	LAND	United Kingdom	8/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Land Securities Group Plc	LAND	United Kingdom	8/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Land Securities Group Plc	LAND	United Kingdom	8/07/2021	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR this resolution is considered warranted as no material concerns have been identified.
Land Securities Group Plc	LAND	United Kingdom	8/07/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Land Securities Group Plc	LAND	United Kingdom	8/07/2021	Approve Restricted Stock Plan	Approve Restricted Stock Plan	For	For	A vote FOR this resolution is considered warranted as no material concerns have been identified.
Land Securities Group Plc	LAND	United Kingdom	8/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is considered warranted, although it is not without concern for shareholders." Bonuses have been paid for FY2021 despite the Company's underlying financial performance being severely impacted by the impact of COVID-19. The main reason for support: The Company's response to the pandemic is largely positive – no furlough or other government support was taken, there were no redundancies associated to the pandemic and shareholders continued to receive dividends." Remuneration Committee discretion has been exercised to both reduce the bonus outputs by 50% and to defer the entire awards into shares.
Land Securities Group Plc	LAND	United Kingdom	8/07/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Land Securities Group Plc	LAND	United Kingdom	8/07/2021	Elect Director	Elect Vanessa Simms as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.

Land Securities Group Plc	LAND	United Kingdom	8/07/2021	Elect Director	Elect Manjiry Tamhane as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Land Securities Group Plc	LAND	United Kingdom	8/07/2021	Elect Director	Re-elect Mark Allan as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Land Securities Group Plc	LAND	United Kingdom	8/07/2021	Elect Director	Re-elect Colette O'Shea as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Land Securities Group Plc	LAND	United Kingdom	8/07/2021	Elect Director	Re-elect Edward Bonham Carter as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Laybuy Group Holdings Ltd.	LBY	Australia	26/08/2021	Elect Director	Elect Craig Styris as Director	Against	Against	Votes AGAINST incumbent Nominating Committee chair Craig Styris are warranted for lack of gender diversity on the board.
Laybuy Group Holdings Ltd.	LBY	Australia	26/08/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve the Issuance of Up to 10 Percent of the Company's Issued Capital	Against	Against	A vote AGAINST this resolution is warranted because the company did not provide specific reasons for seeking the authority and there appears to be no immediate need for the additional authority based on the company's most recent quarterly cash flow report.
Laybuy Group Holdings Ltd.	LBY	Australia	26/08/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorize Board to Fix Remuneration of the Auditors	For	For	A vote FOR this resolution is warranted because no corporate governance concerns have been identified.
Lucid Group, Inc.	LCID	USA	9/06/2022	Elect Director	Elect Director Turqi Alnowaiser	Withhold	Withhold	WITHHOLD votes are warranted for Andrew Liveris and Turqi Abdulrahman Alnowaiser for serving as non-independent members of certain key board committees. A vote FOR the remaining director nominees is warranted.
Lucid Group, Inc.	LCID	USA	9/06/2022	Elect Director	Elect Director Glenn R. August	For	For	WITHHOLD votes are warranted for Andrew Liveris and Turqi Abdulrahman Alnowaiser for serving as non-independent members of certain key board committees. A vote FOR the remaining director nominees is warranted.
Lucid Group, Inc.	LCID	USA	9/06/2022	Elect Director	Elect Director Nancy Gioia	For	For	WITHHOLD votes are warranted for Andrew Liveris and Turqi Abdulrahman Alnowaiser for serving as non-independent members of certain key board committees. A vote FOR the remaining director nominees is warranted.
Lucid Group, Inc.	LCID	USA	9/06/2022	Elect Director	Elect Director Frank Lindenberg	For	For	WITHHOLD votes are warranted for Andrew Liveris and Turqi Abdulrahman Alnowaiser for serving as non-independent members of certain key board committees. A vote FOR the remaining director nominees is warranted.
Lucid Group, Inc.	LCID	USA	9/06/2022	Elect Director	Elect Director Andrew Liveris	Withhold	Withhold	WITHHOLD votes are warranted for Andrew Liveris and Turqi Abdulrahman Alnowaiser for serving as non-independent members of certain key board committees. A vote FOR the remaining director nominees is warranted.
Lucid Group, Inc.	LCID	USA	9/06/2022	Elect Director	Elect Director Nichelle Maynard-Elliott	For	For	WITHHOLD votes are warranted for Andrew Liveris and Turqi Abdulrahman Alnowaiser for serving as non-independent members of certain key board committees. A vote FOR the remaining director nominees is warranted.
Lucid Group, Inc.	LCID	USA	9/06/2022	Elect Director	Elect Director Tony Posawatz	For	For	WITHHOLD votes are warranted for Andrew Liveris and Turqi Abdulrahman Alnowaiser for serving as non-independent members of certain key board committees. A vote FOR the remaining director nominees is warranted.
Lucid Group, Inc.	LCID	USA	9/06/2022	Elect Director	Elect Director Peter Rawlinson	For	For	WITHHOLD votes are warranted for Andrew Liveris and Turqi Abdulrahman Alnowaiser for serving as non-independent members of certain key board committees. A vote FOR the remaining director nominees is warranted.
Lucid Group, Inc.	LCID	USA	9/06/2022	Elect Director	Elect Director Janet S. Wong	For	For	WITHHOLD votes are warranted for Andrew Liveris and Turqi Abdulrahman Alnowaiser for serving as non-independent members of certain key board committees. A vote FOR the remaining director nominees is warranted.
Lucid Group, Inc.	LCID	USA	9/06/2022	Ratify Auditors	Ratify Grant Thornton LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Lucid Group, Inc.	LCID	USA	9/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. The NEOs received high total compensation primarily as a result of equity awards granted prior to the consummation of the business combination.
Lucid Group, Inc.	LCID	USA	9/06/2022	Advisory Vote on Say on Pay Frequency	Advisory Vote on Say on Pay Frequency	One Year	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.
Lucid Group, Inc.	LCID	USA	9/06/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	Against	Against	A vote AGAINST this proposal is warranted because the plan permits repricing or exchange of grants and cash buyout of awards without shareholder approval (overriding factors).
Leidos Holdings, Inc.	LDOS	USA	29/04/2022	Elect Director	Elect Director Gregory R. Dahlberg	For	For	A vote FOR the director nominees is warranted.
Leidos Holdings, Inc.	LDOS	USA	29/04/2022	Elect Director	Elect Director David G. Fubini	For	For	A vote FOR the director nominees is warranted.
Leidos Holdings, Inc.	LDOS	USA	29/04/2022	Elect Director	Elect Director Miriam E. John	For	For	A vote FOR the director nominees is warranted.
Leidos Holdings, Inc.	LDOS	USA	29/04/2022	Elect Director	Elect Director Robert C. Kovarik, Jr.	For	For	A vote FOR the director nominees is warranted.
Leidos Holdings, Inc.	LDOS	USA	29/04/2022	Elect Director	Elect Director Harry M. J. Kraemer, Jr.	For	For	A vote FOR the director nominees is warranted.
Leidos Holdings, Inc.	LDOS	USA	29/04/2022	Elect Director	Elect Director Roger A. Krone	For	For	A vote FOR the director nominees is warranted.
Leidos Holdings, Inc.	LDOS	USA	29/04/2022	Elect Director	Elect Director Gary S. May	For	For	A vote FOR the director nominees is warranted.
Leidos Holdings, Inc.	LDOS	USA	29/04/2022	Elect Director	Elect Director Surya N. Mohapatra	For	For	A vote FOR the director nominees is warranted.
Leidos Holdings, Inc.	LDOS	USA	29/04/2022	Elect Director	Elect Director Patrick M. Shanahan	For	For	A vote FOR the director nominees is warranted.
Leidos Holdings, Inc.	LDOS	USA	29/04/2022	Elect Director	Elect Director Robert S. Shapard	For	For	A vote FOR the director nominees is warranted.
Leidos Holdings, Inc.	LDOS	USA	29/04/2022	Elect Director	Elect Director Susan M. Stalneckner	For	For	A vote FOR the director nominees is warranted.
Leidos Holdings, Inc.	LDOS	USA	29/04/2022	Elect Director	Elect Director Noel B. Williams	For	For	A vote FOR the director nominees is warranted.
Leidos Holdings, Inc.	LDOS	USA	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual and long-term incentives are primarily performance-based with the majority of performance shares utilizing multi-year performance periods. Some concerns remain under the STI related to goal rigor and disclosure of certain metrics, and under the LTI for the absence of an award cap for negative absolute TSR and the annual performance period utilized in the PRSU award.
Leidos Holdings, Inc.	LDOS	USA	29/04/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Lennar Corporation	LEN	USA	12/04/2022	Elect Director	Elect Director Amy Banse	For	For	A vote FOR the director nominees is warranted.
Lennar Corporation	LEN	USA	12/04/2022	Elect Director	Elect Director Rick Beckwith	For	For	A vote FOR the director nominees is warranted.
Lennar Corporation	LEN	USA	12/04/2022	Elect Director	Elect Director Steven L. Gerard	For	For	A vote FOR the director nominees is warranted.
Lennar Corporation	LEN	USA	12/04/2022	Elect Director	Elect Director Tig Gilliam	For	For	A vote FOR the director nominees is warranted.
Lennar Corporation	LEN	USA	12/04/2022	Elect Director	Elect Director Sherrill W. Hudson	For	For	A vote FOR the director nominees is warranted.
Lennar Corporation	LEN	USA	12/04/2022	Elect Director	Elect Director Jonathan M. Jaffe	For	For	A vote FOR the director nominees is warranted.
Lennar Corporation	LEN	USA	12/04/2022	Elect Director	Elect Director Sydney Lapidus	For	For	A vote FOR the director nominees is warranted.
Lennar Corporation	LEN	USA	12/04/2022	Elect Director	Elect Director Tari P. McClure	For	For	A vote FOR the director nominees is warranted.
Lennar Corporation	LEN	USA	12/04/2022	Elect Director	Elect Director Stuart Miller	For	For	A vote FOR the director nominees is warranted.
Lennar Corporation	LEN	USA	12/04/2022	Elect Director	Elect Director Armando Olivera	For	For	A vote FOR the director nominees is warranted.
Lennar Corporation	LEN	USA	12/04/2022	Elect Director	Elect Director Jeffrey Sonnenfeld	For	For	A vote FOR the director nominees is warranted.
Lennar Corporation	LEN	USA	12/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST the proposal is warranted. The company utilizes a co-CEO structure in addition to employing an Executive Chairman, whose total target pay opportunity is set above the pay of both CEOs. The concerns with this structure, which pays three executives at a CEO level, are further exacerbated by the annual bonus program, where payouts are not capped. The uncapped payouts in FY21 to each executive led to payouts at nearly double the total pay of peer CEOs, and year-over-year pay increases of over 50 percent. Shareholders may question the necessity of compensating three executives well above the level of the chief executive at other companies.
Lennar Corporation	LEN	USA	12/04/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Lennar Corporation	LEN	USA	12/04/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Lennar Corporation	LEN	USA	12/04/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.
Legal & General Group Plc	LGEN	United Kingdom	26/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Legal & General Group Plc	LGEN	United Kingdom	26/05/2022	Elect Director	Re-elect George Lewis as Director	For	For	Items 3-8 & 10-12 A vote FOR these directors is considered warranted, as no material concerns have been identified. Item 9 A vote FOR the re-election of Leslie Knox is considered warranted, although it is not without concerns: * Lesley Knox was a NED and member of the audit committee at Thomas Cook plc, which entered liquidation in September 2019. The main reason for support is: * The events at Thomas Cook remain under investigation. Qualified support is warranted at this time.
Legal & General Group Plc	LGEN	United Kingdom	26/05/2022	Elect Director	Re-elect Ric Lewis as Director	For	For	Items 3-8 & 10-12 A vote FOR these directors is considered warranted, as no material concerns have been identified. Item 9 A vote FOR the re-election of Leslie Knox is considered warranted, although it is not without concerns: * Lesley Knox was a NED and member of the audit committee at Thomas Cook plc, which entered liquidation in September 2019. The main reason for support is: * The events at Thomas Cook remain under investigation. Qualified support is warranted at this time.
Legal & General Group Plc	LGEN	United Kingdom	26/05/2022	Elect Director	Re-elect Sir Nigel Wilson as Director	For	For	Items 3-8 & 10-12 A vote FOR these directors is considered warranted, as no material concerns have been identified. Item 9 A vote FOR the re-election of Leslie Knox is considered warranted, although it is not without concerns: * Lesley Knox was a NED and member of the audit committee at Thomas Cook plc, which entered liquidation in September 2019. The main reason for support is: * The events at Thomas Cook remain under investigation. Qualified support is warranted at this time.
Legal & General Group Plc	LGEN	United Kingdom	26/05/2022	Ratify Auditors	Reappoint KPMG LLP as Auditors	For	For	A vote FOR this resolution is considered warranted at this time.
Legal & General Group Plc	LGEN	United Kingdom	26/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorize Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Legal & General Group Plc	LGEN	United Kingdom	26/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted, although it is not without concern because: * The CFO received a 7.1% increase in salary for 2022, against a general workforce increase of 5%. However, support is warranted because: * No other material concerns have been identified.
Legal & General Group Plc	LGEN	United Kingdom	26/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Legal & General Group Plc	LGEN	United Kingdom	26/05/2022	Approve/Amend Conversion of Securities	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Contingent Convertible Securities and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK insurance companies and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the Solvency II ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements
Legal & General Group Plc	LGEN	United Kingdom	26/05/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Legal & General Group Plc	LGEN	United Kingdom	26/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Legal & General Group Plc	LGEN	United Kingdom	26/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Legal & General Group Plc	LGEN	United Kingdom	26/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.

Legal & General Group Plc	LGEN	United Kingdom	26/05/2022	Approve/Amend Conversion of Securities	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders: " If the Company were to issue Contingent Convertible Securities and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: " Such authorities are common proposals at UK insurance companies and are intended to apply in extreme circumstances only; and " The conversion into ordinary shares would require the Solvency II ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements
Legal & General Group Plc	LGEN	United Kingdom	26/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Legal & General Group Plc	LGEN	United Kingdom	26/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Legal & General Group Plc	LGEN	United Kingdom	26/05/2022	Elect Director	Elect Laura Wade-Gery as Director	For	For	Items 3-8 & 10-12 A vote FOR these directors is considered warranted, as no material concerns have been identified. Item 9 A vote FOR the re-election of Leslie Knox is considered warranted, although it is not without concerns: " Lesley Knox was a NED and member of the audit committee at Thomas Cook plc, which entered liquidation in September 2019. The main reason for support is: " The events at Thomas Cook remain under investigation. Qualified support is warranted at this time.
Legal & General Group Plc	LGEN	United Kingdom	26/05/2022	Elect Director	Re-elect Henrietta Baldock as Director	For	For	Items 3-8 & 10-12 A vote FOR these directors is considered warranted, as no material concerns have been identified. Item 9 A vote FOR the re-election of Leslie Knox is considered warranted, although it is not without concerns: " Lesley Knox was a NED and member of the audit committee at Thomas Cook plc, which entered liquidation in September 2019. The main reason for support is: " The events at Thomas Cook remain under investigation. Qualified support is warranted at this time.
Legal & General Group Plc	LGEN	United Kingdom	26/05/2022	Elect Director	Re-elect Nilsfer Von Bismarck as Director	For	For	Items 3-8 & 10-12 A vote FOR these directors is considered warranted, as no material concerns have been identified. Item 9 A vote FOR the re-election of Leslie Knox is considered warranted, although it is not without concerns: " Lesley Knox was a NED and member of the audit committee at Thomas Cook plc, which entered liquidation in September 2019. The main reason for support is: " The events at Thomas Cook remain under investigation. Qualified support is warranted at this time.
Legal & General Group Plc	LGEN	United Kingdom	26/05/2022	Elect Director	Re-elect Philip Broadley as Director	For	For	Items 3-8 & 10-12 A vote FOR these directors is considered warranted, as no material concerns have been identified. Item 9 A vote FOR the re-election of Leslie Knox is considered warranted, although it is not without concerns: " Lesley Knox was a NED and member of the audit committee at Thomas Cook plc, which entered liquidation in September 2019. The main reason for support is: " The events at Thomas Cook remain under investigation. Qualified support is warranted at this time.
Legal & General Group Plc	LGEN	United Kingdom	26/05/2022	Elect Director	Re-elect Jeff Davies as Director	For	For	Items 3-8 & 10-12 A vote FOR these directors is considered warranted, as no material concerns have been identified. Item 9 A vote FOR the re-election of Leslie Knox is considered warranted, although it is not without concerns: " Lesley Knox was a NED and member of the audit committee at Thomas Cook plc, which entered liquidation in September 2019. The main reason for support is: " The events at Thomas Cook remain under investigation. Qualified support is warranted at this time.
Legal & General Group Plc	LGEN	United Kingdom	26/05/2022	Elect Director	Re-elect Sir John Kingman as Director	For	For	Items 3-8 & 10-12 A vote FOR these directors is considered warranted, as no material concerns have been identified. Item 9 A vote FOR the re-election of Leslie Knox is considered warranted, although it is not without concerns: " Lesley Knox was a NED and member of the audit committee at Thomas Cook plc, which entered liquidation in September 2019. The main reason for support is: " The events at Thomas Cook remain under investigation. Qualified support is warranted at this time.
Legal & General Group Plc	LGEN	United Kingdom	26/05/2022	Elect Director	Re-elect Lesley Knox as Director	For	For	Items 3-8 & 10-12 A vote FOR these directors is considered warranted, as no material concerns have been identified. Item 9 A vote FOR the re-election of Leslie Knox is considered warranted, although it is not without concerns: " Lesley Knox was a NED and member of the audit committee at Thomas Cook plc, which entered liquidation in September 2019. The main reason for support is: " The events at Thomas Cook remain under investigation. Qualified support is warranted at this time.
Laboratory Corporation of America Holdings	LH	USA	11/05/2022	Elect Director	Elect Director Kerri B. Anderson	For	For	A vote FOR the director nominees is warranted.
Laboratory Corporation of America Holdings	LH	USA	11/05/2022	Elect Director	Elect Director Jean-Luc Belingard	For	For	A vote FOR the director nominees is warranted.
Laboratory Corporation of America Holdings	LH	USA	11/05/2022	Elect Director	Elect Director Jeffrey A. Davis	For	For	A vote FOR the director nominees is warranted.
Laboratory Corporation of America Holdings	LH	USA	11/05/2022	Elect Director	Elect Director D. Gary Gilliland	For	For	A vote FOR the director nominees is warranted.
Laboratory Corporation of America Holdings	LH	USA	11/05/2022	Elect Director	Elect Director Garheng Kong	For	For	A vote FOR the director nominees is warranted.
Laboratory Corporation of America Holdings	LH	USA	11/05/2022	Elect Director	Elect Director Peter M. Neupert	For	For	A vote FOR the director nominees is warranted.
Laboratory Corporation of America Holdings	LH	USA	11/05/2022	Elect Director	Elect Director Richelle P. Parham	For	For	A vote FOR the director nominees is warranted.
Laboratory Corporation of America Holdings	LH	USA	11/05/2022	Elect Director	Elect Director Adam H. Schechter	For	For	A vote FOR the director nominees is warranted.
Laboratory Corporation of America Holdings	LH	USA	11/05/2022	Elect Director	Elect Director Kathryn E. Wengel	For	For	A vote FOR the director nominees is warranted.
Laboratory Corporation of America Holdings	LH	USA	11/05/2022	Elect Director	Elect Director R. Sanders Williams	For	For	A vote FOR the director nominees is warranted.
Laboratory Corporation of America Holdings	LH	USA	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily linked to pre-set financial metrics and long-term incentives are chiefly performance-conditioned and linked to a multi-year performance period.
Laboratory Corporation of America Holdings	LH	USA	11/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Laboratory Corporation of America Holdings	LH	USA	11/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Amend Right to Call Special Meeting to Remove One-Year Holding Requirement	Against	Against	A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the one-year holding period is not especially problematic, is consistent with SEC requirements for filing shareholder proposals, and provides a reasonable safeguard against abuse of the right.
L3Harris Technologies, Inc.	LHX	USA	22/04/2022	Elect Director	Elect Director Sallie B. Bailey	For	For	A vote FOR the director nominees is warranted.
L3Harris Technologies, Inc.	LHX	USA	22/04/2022	Elect Director	Elect Director William M. Brown	For	For	A vote FOR the director nominees is warranted.
L3Harris Technologies, Inc.	LHX	USA	22/04/2022	Elect Director	Elect Director Peter W. Charrelli	For	For	A vote FOR the director nominees is warranted.
L3Harris Technologies, Inc.	LHX	USA	22/04/2022	Elect Director	Elect Director Thomas A. Corcoran	For	For	A vote FOR the director nominees is warranted.
L3Harris Technologies, Inc.	LHX	USA	22/04/2022	Elect Director	Elect Director Thomas A. Dattilo	For	For	A vote FOR the director nominees is warranted.
L3Harris Technologies, Inc.	LHX	USA	22/04/2022	Elect Director	Elect Director Roger B. Fradin	For	For	A vote FOR the director nominees is warranted.
L3Harris Technologies, Inc.	LHX	USA	22/04/2022	Elect Director	Elect Director Harry B. Harris, Jr.	For	For	A vote FOR the director nominees is warranted.
L3Harris Technologies, Inc.	LHX	USA	22/04/2022	Elect Director	Elect Director Lewis Hay, III	For	For	A vote FOR the director nominees is warranted.
L3Harris Technologies, Inc.	LHX	USA	22/04/2022	Elect Director	Elect Director Lewis Kramer	For	For	A vote FOR the director nominees is warranted.
L3Harris Technologies, Inc.	LHX	USA	22/04/2022	Elect Director	Elect Director Christopher E. Kubasik	For	For	A vote FOR the director nominees is warranted.
L3Harris Technologies, Inc.	LHX	USA	22/04/2022	Elect Director	Elect Director Rita S. Lane	For	For	A vote FOR the director nominees is warranted.
L3Harris Technologies, Inc.	LHX	USA	22/04/2022	Elect Director	Elect Director Robert B. Millard	For	For	A vote FOR the director nominees is warranted.
L3Harris Technologies, Inc.	LHX	USA	22/04/2022	Elect Director	Elect Director Lloyd W. Newton	For	For	A vote FOR the director nominees is warranted.
L3Harris Technologies, Inc.	LHX	USA	22/04/2022	Approve Increase in Size of Board	Approve Increase in Size of Board	For	For	A vote FOR this proposal is warranted as the requested increase appears to be appropriate for a company of this size, and there is no evidence suggesting that the proposal is an attempt to entrench current management.
L3Harris Technologies, Inc.	LHX	USA	22/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as the majority of the CEO's compensation is conditioned on objective performance metrics, resulting in an alignment between CEO pay and company performance.
L3Harris Technologies, Inc.	LHX	USA	22/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Lifestyle Communities Ltd.	LIC	Australia	16/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted as pay and performance are reasonably aligned at this time. The qualification is due to the continued use of a combined incentive program for senior executives that removed all long-term performance hurdles, which severs the link with long-term shareholder outcomes. The lack of a traditional LTI component with long-term performance metrics represents a material departure from incentive remuneration in the Australian market and continues to be opposed by many shareholders at AGMs. Despite such problematic pay structure, the value of awards eligible to vest under the plan does not appear excessive, partly mitigating the concern at this time. In addition, the managing director does not participate in any incentive plans, including the combined plan.
Lifestyle Communities Ltd.	LIC	Australia	16/11/2021	Elect Director	Elect Philippa Mary Maslin Kelly as Director	For	For	A vote FOR the re-election of independent non-executive directors Philippa Mary Maslin Kelly (Item 3) and David Paul Blight (Item 4) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
Lifestyle Communities Ltd.	LIC	Australia	16/11/2021	Elect Director	Elect David Paul Blight as Director	For	For	A vote FOR the re-election of independent non-executive directors Philippa Mary Maslin Kelly (Item 3) and David Paul Blight (Item 4) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
LKQ Corporation	LKQ	USA	10/05/2022	Elect Director	Elect Director Patrick Berard	For	For	A vote FOR the director nominees is warranted.
LKQ Corporation	LKQ	USA	10/05/2022	Elect Director	Elect Director Meg A. Divitto	For	For	A vote FOR the director nominees is warranted.
LKQ Corporation	LKQ	USA	10/05/2022	Elect Director	Elect Director Robert M. Hanser	For	For	A vote FOR the director nominees is warranted.
LKQ Corporation	LKQ	USA	10/05/2022	Elect Director	Elect Director Joseph M. Holsten	For	For	A vote FOR the director nominees is warranted.
LKQ Corporation	LKQ	USA	10/05/2022	Elect Director	Elect Director Blythe J. McGarvie	For	For	A vote FOR the director nominees is warranted.
LKQ Corporation	LKQ	USA	10/05/2022	Elect Director	Elect Director John W. Mendel	For	For	A vote FOR the director nominees is warranted.
LKQ Corporation	LKQ	USA	10/05/2022	Elect Director	Elect Director Jody G. Miller	For	For	A vote FOR the director nominees is warranted.
LKQ Corporation	LKQ	USA	10/05/2022	Elect Director	Elect Director Guhan Subramanian	For	For	A vote FOR the director nominees is warranted.
LKQ Corporation	LKQ	USA	10/05/2022	Elect Director	Elect Director Xavier Urbain	For	For	A vote FOR the director nominees is warranted.
LKQ Corporation	LKQ	USA	10/05/2022	Elect Director	Elect Director Jacob H. Welch	For	For	A vote FOR the director nominees is warranted.
LKQ Corporation	LKQ	USA	10/05/2022	Elect Director	Elect Director Dominic Zarcone	For	For	A vote FOR the director nominees is warranted.
LKQ Corporation	LKQ	USA	10/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
LKQ Corporation	LKQ	USA	10/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of the CEO's pay is conditioned on objective performance metrics.

Lendlease Group	LLC	Australia	12/11/2021	Elect Director	Elect Elizabeth Proust as Director	For	For	A vote FOR the re-election of Elizabeth Proust and Chairman Michael Ullmer is warranted as no material issues have been identified regarding his nomination in respect of board and committee composition, nor any wider corporate governance issues.
Lendlease Group	LLC	Australia	12/11/2021	Elect Director	Elect Michael Ullmer as Director	For	For	A vote FOR the re-election of Elizabeth Proust and Chairman Michael Ullmer is warranted as no material issues have been identified regarding his nomination in respect of board and committee composition, nor any wider corporate governance issues.
Lendlease Group	LLC	Australia	12/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted: "Following receipt of the 'first strike' on the 2020 Remuneration Report, the company engaged with investors to understand their concerns and made changes in response." "The new CEO's fixed remuneration has been reduced in line with peers compared to that of the former CEO;" STI bonuses are reduced in line with performance;" No prior period LTI grants vested during the year, reflecting alignment with weak longer term shareholder returns.The qualification is to highlight certain concerns which remain in the FY21 remuneration report:" The new CEO's fixed remuneration remains well above the median of cap and industry peers;" Only 50 percent of the FY21 STI is based on financial measures and specific and quantified financial targets remain undisclosed which represents inferior transparency compared to shareholder requirements and better practices of market cap peers;" The STI bonuses were awarded on non-financial measures, which appear more in the nature of a bonus for "day job" duties, while the board determined not to pay a bonus on the financial component;" The company awarded time-based RSUs which are not subject to performance, although noting this practice has ceased; and" Provision for dividends on unvested shares remains in the terms of the LTI, noting that there is no present entitlement to shares or dividends in the performance period.
Lendlease Group	LLC	Australia	12/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Anthony Lombardo	For	For	A qualified vote FOR this resolution is warranted. The terms and structure of the LTI is sufficiently aligned with shareholder interests and the company has made material changes based on feedback from shareholders including lowering the maximum LTI opportunity, removing tenure-only restricted securities awards from the LTI, and removing payment of distributions on the minimum award during the three-year vesting period.However, this recommendation is qualified to highlight the following concerns:" Despite the lowered LTI opportunity, the quantum of the LTI grant remain excessive being much higher than market median;" The ROE and FUM targets are not disclosed based on an assertion of commercial sensitivity, making it impossible for shareholders to determine if the targets are rigorous and aligned with shareholder interests; and" Dividends on unvested shares continues to be provided in the terms of the LTI grant, given that distributions accrue between the grant date and vesting date and will become payable on rights that vest – this is no present entitlement to shares or dividends in the performance period, such that shareholders may be concerned for any contrived structure to award such extra remuneration.
Lendlease Group	LLC	Australia	12/11/2021	Renew Partial Takeover Provision	Approve Proportional Takeover Provisions	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Lendlease Group	LLC	Australia	12/11/2021	Approve the Spill Resolution	Approve the Spill Resolution	Against	Against	A vote AGAINST this resolution is warranted. The board has taken on feedback from shareholders following the 'first strike' at the 2020 AGM and responded appropriately." Quantum and structure of the new CEO's remuneration have been amended;" Time-based security awards have been removed;" The FY22 STI will include an appropriate deferral mechanism; and" Rebalance of weighting of the FY22 STI with 65 percent based on financial metrics (from 50 percent).
Lloyds Banking Group Plc	LLOY	United Kingdom	12/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Lloyds Banking Group Plc	LLOY	United Kingdom	12/05/2022	Elect Director	Re-elect Catherine Woods as Director	For	For	A vote FOR these directors is considered warranted, as no material concerns have been identified.
Lloyds Banking Group Plc	LLOY	United Kingdom	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted, although it is not without concern for shareholders: " Failures have been identified during the year over the Company's home insurance renewals, which resulted in a FCA fine of GBP 91 million, and there is an ongoing investigation on the HBOS Reading matter, raising concerns over whether these matters have been sufficiently reflected in variable pay outcomes. This is particularly concerning in respect of the former CEO, who served during the period these failings were identified. The main reasons for support are: " The Remuneration Committee has adjusted the bonus pool downwards by GBP 83 million and, pending conclusion of independent reviews, froze former ED's variable remuneration awards and vestings for 2022. " The Company's actions towards the impacted individuals in response to the identified failures are recognised, including its plan to return capital to shareholders via a share buyback programme and the higher dividend declared in for FY2021.
Lloyds Banking Group Plc	LLOY	United Kingdom	12/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Lloyds Banking Group Plc	LLOY	United Kingdom	12/05/2022	Ratify Auditors	Reappoint Deloitte LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Lloyds Banking Group Plc	LLOY	United Kingdom	12/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Lloyds Banking Group Plc	LLOY	United Kingdom	12/05/2022	Approve/Amend All Employee Share Schemes	Approve Share Incentive Plan	For	For	A vote FOR this item is considered warranted as no material concerns have been identified. This is an all-employee, HMRC approved plan.
Lloyds Banking Group Plc	LLOY	United Kingdom	12/05/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Lloyds Banking Group Plc	LLOY	United Kingdom	12/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Lloyds Banking Group Plc	LLOY	United Kingdom	12/05/2022	Approve/Amend Conversion of Securities	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders: " If the Company were to issue Regulatory Capital Convertible Instruments and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: " Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and " The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.
Lloyds Banking Group Plc	LLOY	United Kingdom	12/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Lloyds Banking Group Plc	LLOY	United Kingdom	12/05/2022	Elect Director	Elect Harmeen Mehta as Director	For	For	A vote FOR these directors is considered warranted, as no material concerns have been identified.
Lloyds Banking Group Plc	LLOY	United Kingdom	12/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Lloyds Banking Group Plc	LLOY	United Kingdom	12/05/2022	Approve/Amend Conversion of Securities	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders: " If the Company were to issue Regulatory Capital Convertible Instruments and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: " Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and " The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.
Lloyds Banking Group Plc	LLOY	United Kingdom	12/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Lloyds Banking Group Plc	LLOY	United Kingdom	12/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Preference Shares	For	For	A vote FOR this item is considered warranted, as no material concerns have been identified.
Lloyds Banking Group Plc	LLOY	United Kingdom	12/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Lloyds Banking Group Plc	LLOY	United Kingdom	12/05/2022	Elect Director	Elect Charlie Nunn as Director	For	For	A vote FOR these directors is considered warranted, as no material concerns have been identified.
Lloyds Banking Group Plc	LLOY	United Kingdom	12/05/2022	Elect Director	Re-elect Robin Budenberg as Director	For	For	A vote FOR these directors is considered warranted, as no material concerns have been identified.
Lloyds Banking Group Plc	LLOY	United Kingdom	12/05/2022	Elect Director	Re-elect William Chalmers as Director	For	For	A vote FOR these directors is considered warranted, as no material concerns have been identified.
Lloyds Banking Group Plc	LLOY	United Kingdom	12/05/2022	Elect Director	Re-elect Alan Dickinson as Director	For	For	A vote FOR these directors is considered warranted, as no material concerns have been identified.
Lloyds Banking Group Plc	LLOY	United Kingdom	12/05/2022	Elect Director	Re-elect Sarah Legg as Director	For	For	A vote FOR these directors is considered warranted, as no material concerns have been identified.
Lloyds Banking Group Plc	LLOY	United Kingdom	12/05/2022	Elect Director	Re-elect Lord Lupton as Director	For	For	A vote FOR these directors is considered warranted, as no material concerns have been identified.
Lloyds Banking Group Plc	LLOY	United Kingdom	12/05/2022	Elect Director	Re-elect Amanda Mackenzie as Director	For	For	A vote FOR these directors is considered warranted, as no material concerns have been identified.
Eli Lilly and Company	LLY	USA	2/05/2022	Review Drug Pricing or Distribution	Report on Board Oversight of Risks Related to Anticompetitive Pricing Strategies	For	For	A vote FOR this proposal is warranted as the company faces substantial controversies over anticompetitive practices and the requested proposal may provide shareholders with valuable information and help the company address these risks.
Eli Lilly and Company	LLY	USA	2/05/2022	Elect Director	Elect Director Ralph Alvarez	For	For	A vote FOR the director nominees is warranted.
Eli Lilly and Company	LLY	USA	2/05/2022	Elect Director	Elect Director Kimberly H. Johnson	For	For	A vote FOR the director nominees is warranted.
Eli Lilly and Company	LLY	USA	2/05/2022	Elect Director	Elect Director Juan R. Luciano	For	For	A vote FOR the director nominees is warranted.
Eli Lilly and Company	LLY	USA	2/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Annual and long-term incentives appear to be entirely performance-based, with performance equity utilizing multi-year performance periods. However, relative TSR awards pay the target award for median performance and lack a payout cap for negative absolute results.
Eli Lilly and Company	LLY	USA	2/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Eli Lilly and Company	LLY	USA	2/05/2022	Declassify the Board of Directors	Declassify the Board of Directors	For	For	A vote FOR this proposal is warranted as it would enhance board accountability to shareholders and the company's continuing submission of the proposal demonstrates a commitment to shareholders' interests on the part of management.
Eli Lilly and Company	LLY	USA	2/05/2022	Reduce Supermajority Vote Requirement	Eliminate Supermajority Voting Provisions	For	For	A vote FOR this proposal is warranted. Eliminating the 80 percent supermajority voting requirements will enable shareholders to have a more meaningful vote in various governance matters that impact their rights, thus enhancing the company's corporate governance structure. Further, by resubmitting this proposal after it failed to pass in prior years, the company is demonstrating a commitment to shareholders' interests.
Eli Lilly and Company	LLY	USA	2/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles of Incorporation to Allow Shareholders to Amend Bylaws	For	For	A vote FOR this proposal is warranted. The proposal gives shareholders the ability to amend the bylaws, which would allow shareholders to have a more meaningful voice in the company's governance matters.
Eli Lilly and Company	LLY	USA	2/05/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
Eli Lilly and Company	LLY	USA	2/05/2022	Political Lobbying Disclosure	Report on Lobbying Payments and Policy	For	For	A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.
Eli Lilly and Company	LLY	USA	2/05/2022	Political Lobbying Disclosure	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	For	For	A vote FOR this resolution is warranted, as more comprehensive information comparing Eli Lilly's public policy statements and lobbying efforts would benefit shareholders in assessing its management of related risks.
Lockheed Martin Corporation	LMT	USA	21/04/2022	Elect Director	Elect Director Daniel F. Akerson	For	For	A vote FOR the director nominees is warranted.
Lockheed Martin Corporation	LMT	USA	21/04/2022	Elect Director	Elect Director Jeh C. Johnson	For	For	A vote FOR the director nominees is warranted.
Lockheed Martin Corporation	LMT	USA	21/04/2022	Elect Director	Elect Director Debra L. Reed-Klages	For	For	A vote FOR the director nominees is warranted.
Lockheed Martin Corporation	LMT	USA	21/04/2022	Elect Director	Elect Director James D. Taiclet	For	For	A vote FOR the director nominees is warranted.
Lockheed Martin Corporation	LMT	USA	21/04/2022	Elect Director	Elect Director Patricia E. Yarrington	For	For	A vote FOR the director nominees is warranted.
Lockheed Martin Corporation	LMT	USA	21/04/2022	Elect Director	Elect Director David B. Burritt	For	For	A vote FOR the director nominees is warranted.

Lockheed Martin Corporation	LMT	USA	21/04/2022	Elect Director	Elect Director Bruce A. Carlson	For	For	A vote FOR the director nominees is warranted.
Lockheed Martin Corporation	LMT	USA	21/04/2022	Elect Director	Elect Director John M. Donovan	For	For	A vote FOR the director nominees is warranted.
Lockheed Martin Corporation	LMT	USA	21/04/2022	Elect Director	Elect Director Joseph F. Dunford, Jr.	For	For	A vote FOR the director nominees is warranted.
Lockheed Martin Corporation	LMT	USA	21/04/2022	Elect Director	Elect Director James O. Ellis, Jr.	For	For	A vote FOR the director nominees is warranted.
Lockheed Martin Corporation	LMT	USA	21/04/2022	Elect Director	Elect Director Thomas J. Falk	For	For	A vote FOR the director nominees is warranted.
Lockheed Martin Corporation	LMT	USA	21/04/2022	Elect Director	Elect Director Ilene S. Gordon	For	For	A vote FOR the director nominees is warranted.
Lockheed Martin Corporation	LMT	USA	21/04/2022	Elect Director	Elect Director Vicki A. Hollub	For	For	A vote FOR the director nominees is warranted.
Lockheed Martin Corporation	LMT	USA	21/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Lockheed Martin Corporation	LMT	USA	21/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although there is some concern regarding sizable prerequisites, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Lockheed Martin Corporation	LMT	USA	21/04/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as a lower threshold would enhance the current shareholder right to call special meetings.
Lockheed Martin Corporation	LMT	USA	21/04/2022	Human Rights Risk Assessment	Report on Human Rights Impact Assessment	For	For	A vote FOR this proposal is warranted, as additional information regarding policies the company has implemented regarding human rights risks in its operations, including the sale of its products, would allow shareholders to better gauge how well Lockheed Martin is managing related risks.
Lincoln National Corporation	LNC	USA	27/05/2022	Elect Director	Elect Director Deirdre P. Connelly	For	For	A vote FOR the director nominees is warranted.
Lincoln National Corporation	LNC	USA	27/05/2022	Elect Director	Elect Director Janet Liang	For	For	A vote FOR the director nominees is warranted.
Lincoln National Corporation	LNC	USA	27/05/2022	Elect Director	Elect Director Michael F. Mee	For	For	A vote FOR the director nominees is warranted.
Lincoln National Corporation	LNC	USA	27/05/2022	Elect Director	Elect Director Patrick S. Pittard	For	For	A vote FOR the director nominees is warranted.
Lincoln National Corporation	LNC	USA	27/05/2022	Elect Director	Elect Director Lynn M. Utter	For	For	A vote FOR the director nominees is warranted.
Lincoln National Corporation	LNC	USA	27/05/2022	Elect Director	Elect Director Ellen G. Cooper	For	For	A vote FOR the director nominees is warranted.
Lincoln National Corporation	LNC	USA	27/05/2022	Elect Director	Elect Director William H. Cunningham	For	For	A vote FOR the director nominees is warranted.
Lincoln National Corporation	LNC	USA	27/05/2022	Elect Director	Elect Director Ragnald E. Davis	For	For	A vote FOR the director nominees is warranted.
Lincoln National Corporation	LNC	USA	27/05/2022	Elect Director	Elect Director Dennis R. Glass	For	For	A vote FOR the director nominees is warranted.
Lincoln National Corporation	LNC	USA	27/05/2022	Elect Director	Elect Director Eric G. Johnson	For	For	A vote FOR the director nominees is warranted.
Lincoln National Corporation	LNC	USA	27/05/2022	Elect Director	Elect Director Gary C. Kelly	For	For	A vote FOR the director nominees is warranted.
Lincoln National Corporation	LNC	USA	27/05/2022	Elect Director	Elect Director M. Leanne Lachman	For	For	A vote FOR the director nominees is warranted.
Lincoln National Corporation	LNC	USA	27/05/2022	Elect Director	Elect Director Dale LeFebvre	For	For	A vote FOR the director nominees is warranted.
Lincoln National Corporation	LNC	USA	27/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Lincoln National Corporation	LNC	USA	27/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR the proposal is warranted. Although a portion of the annual bonus used metric targets set below the prior year's actual results, the annual bonus was entirely based on pre-set financial metrics with clear goal disclosure, and a large majority of the award appears to utilize rigorous targets. Half of the CEO's LTI grant was in performance-conditioned equity in FY21 and will be further increased for all NEOs in FY22. Performance metrics are measured over a multi-year performance period and forward-looking goals are a disclosed, though a concern is noted regarding the relative TSR goal rigor.
Lincoln National Corporation	LNC	USA	27/05/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Lincoln National Corporation	LNC	USA	27/05/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
Lincoln National Corporation	LNC	USA	27/05/2022	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	For	A vote FOR this item is warranted given that it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms, the proposal applies only to future severance arrangements, leaving current agreements unaffected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.
Cheniere Energy, Inc.	LNG	USA	12/05/2022	Elect Director	Elect Director G. Andrea Botta	For	For	A vote FOR the director nominees is warranted.
Cheniere Energy, Inc.	LNG	USA	12/05/2022	Elect Director	Elect Director Jack A. Fusco	For	For	A vote FOR the director nominees is warranted.
Cheniere Energy, Inc.	LNG	USA	12/05/2022	Elect Director	Elect Director Vicky A. Bailey	For	For	A vote FOR the director nominees is warranted.
Cheniere Energy, Inc.	LNG	USA	12/05/2022	Elect Director	Elect Director Patricia K. Collawn	For	For	A vote FOR the director nominees is warranted.
Cheniere Energy, Inc.	LNG	USA	12/05/2022	Elect Director	Elect Director David B. Kilpatrick	For	For	A vote FOR the director nominees is warranted.
Cheniere Energy, Inc.	LNG	USA	12/05/2022	Elect Director	Elect Director Lorraine Mitchelmore	For	For	A vote FOR the director nominees is warranted.
Cheniere Energy, Inc.	LNG	USA	12/05/2022	Elect Director	Elect Director Scott Peak	For	For	A vote FOR the director nominees is warranted.
Cheniere Energy, Inc.	LNG	USA	12/05/2022	Elect Director	Elect Director Donald F. Robillard, Jr.	For	For	A vote FOR the director nominees is warranted.
Cheniere Energy, Inc.	LNG	USA	12/05/2022	Elect Director	Elect Director Neal A. Shear	For	For	A vote FOR the director nominees is warranted.
Cheniere Energy, Inc.	LNG	USA	12/05/2022	Elect Director	Elect Director Andrew J. Teno	For	For	A vote FOR the director nominees is warranted.
Cheniere Energy, Inc.	LNG	USA	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although a concern is noted regarding auto-accelerated equity vesting, a vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.
Cheniere Energy, Inc.	LNG	USA	12/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Link Administration Holdings Limited	LNK	Australia	23/11/2021	Elect Director	Elect Glen Boreham as Director	For	For	A vote FOR the re-election of Glen Boreham (Item 1), Andrew (Andy) Green (Item2), and Fiona Trafford-Walker (Item 3) is warranted. They serve as independent non-executive directors. As no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Link Administration Holdings Limited	LNK	Australia	23/11/2021	Elect Director	Elect Andrew Green as Director	For	For	A vote FOR the re-election of Glen Boreham (Item 1), Andrew (Andy) Green (Item2), and Fiona Trafford-Walker (Item 3) is warranted. They serve as independent non-executive directors. As no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Link Administration Holdings Limited	LNK	Australia	23/11/2021	Elect Director	Elect Fiona Trafford-Walker as Director	For	For	A vote FOR the re-election of Glen Boreham (Item 1), Andrew (Andy) Green (Item2), and Fiona Trafford-Walker (Item 3) is warranted. They serve as independent non-executive directors. As no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Link Administration Holdings Limited	LNK	Australia	23/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the remuneration report is warranted, given concerns being raised regarding: " A high concern for misalignment of pay, performance and shareholder interests is identified in quantitative pay for performance analysis;" Fixed pay is set materially higher than market cap and certain industry peers with an additional increase announced for the CEO fixed pay for FY22, and STI and LTI opportunities are also excessive;" Inferior and absent disclosure of specific and quantified STI performance thresholds, targets and maximum levels in the STI is inconsistent with good governance practices in the local market to allow shareholders sufficient transparency to independently evaluate the rigor of targets and alignment with performance, bonuses and shareholder interests;" The STI financial gateway linked to Operating NPATA was set almost 50 percent lower than prior year (from \$151.7 million to \$78.1 million) and questionable rigor of the target has resulted in a significant STI bonus;" The remaining KPIs (strategy, customer and stakeholder, people and leadership and operational excellence) are "day job" duties offering high STI bonuses;" The chairman and NED base fees remain elevated relative to the median of ASX 126-150 peers and an additional increase of 5 percent was announced by the company for FY22; and " The ongoing use of retention grants.
Link Administration Holdings Limited	LNK	Australia	23/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Share Rights to Vivek Bhatia	For	For	A qualified vote FOR the grant of FY22 performance rights to the CEO is warranted. The performance measures (5-10 percent EPS CAGR and relative TSR) and 3-year performance period are consistent with local practice. The qualification is raised for the excessive quantum of the award.
Link Administration Holdings Limited	LNK	Australia	23/11/2021	Renew Partial Takeover Provision	Approve Reinsertion of Proportional Takeover Provisions in the Constitution	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Alliant Energy Corporation	LNT	USA	19/05/2022	Elect Director	Elect Director N. Joy Falotico	For	For	A vote FOR the director nominees is warranted.
Alliant Energy Corporation	LNT	USA	19/05/2022	Elect Director	Elect Director John O. Larsen	For	For	A vote FOR the director nominees is warranted.
Alliant Energy Corporation	LNT	USA	19/05/2022	Elect Director	Elect Director Thomas F. O'Toole	For	For	A vote FOR the director nominees is warranted.
Alliant Energy Corporation	LNT	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay is conditioned on objective financial performance metrics, and the majority of equity awards are conditioned on long-term objective performance goals.
Alliant Energy Corporation	LNT	USA	19/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Lonza Group AG	LONN	Switzerland	5/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
Lonza Group AG	LONN	Switzerland	5/05/2022	Other Business	Transact Other Business (Voting)	Against	Against	A vote AGAINST is warranted because: " This item concerns additional instructions from the shareholder to the proxy in case new items or counterproposals are introduced at the meeting by shareholders or the board of directors; and " The content of these new items/voting proposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Lonza Group AG	LONN	Switzerland	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted because the company's remuneration practices are in line with market practice and appear to provide a good pay-for-performance alignment.
Lonza Group AG	LONN	Switzerland	5/05/2022	Approve Discharge of Management Board	Approve Discharge of Board and Senior Management	For	For	A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.
Lonza Group AG	LONN	Switzerland	5/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of CHF 3.00 per Share	For	For	A vote FOR the allocation of income resolution is warranted.
Lonza Group AG	LONN	Switzerland	5/05/2022	Elect Director	Reelect Albert Baehny as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Lonza Group AG	LONN	Switzerland	5/05/2022	Elect Director	Reelect Angelica Kohlmann as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Lonza Group AG	LONN	Switzerland	5/05/2022	Elect Director	Reelect Christoph Maeder as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Lonza Group AG	LONN	Switzerland	5/05/2022	Elect Director	Reelect Barbara Richmond as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Lonza Group AG	LONN	Switzerland	5/05/2022	Elect Director	Reelect Juergen Steinemann as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Lonza Group AG	LONN	Switzerland	5/05/2022	Elect Director	Reelect Olivier Verscheure as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Lonza Group AG	LONN	Switzerland	5/05/2022	Elect Director	Elect Marion Helmes as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Lonza Group AG	LONN	Switzerland	5/05/2022	Elect Director	Elect Roger Nitsch as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Lonza Group AG	LONN	Switzerland	5/05/2022	Elect Board Chairman/Vice-Chairman	Reelect Albert Baehny as Board Chair	For	For	Votes FOR the proposed board and committee nominees are warranted.
Lonza Group AG	LONN	Switzerland	5/05/2022	Elect Member of Remuneration Committee	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.

Lonza Group AG	LONN	Switzerland	5/05/2022	Elect Member of Remuneration Committee	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Lonza Group AG	LONN	Switzerland	5/05/2022	Elect Member of Remuneration Committee	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Lonza Group AG	LONN	Switzerland	5/05/2022	Ratify Auditors	Ratify KPMG Ltd as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Lonza Group AG	LONN	Switzerland	5/05/2022	Designate X as Independent Proxy	Designate ThomannFischer as Independent Proxy	For	For	A vote FOR this proposal is warranted due to a lack of concerns.
Lonza Group AG	LONN	Switzerland	5/05/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of CHF 2.9 Million	For	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Lonza Group AG	LONN	Switzerland	5/05/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.5 Million for the Period July 1, 2022 - June 30, 2023	For	For	Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.
Lonza Group AG	LONN	Switzerland	5/05/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 4.9 Million for Fiscal Year 2021	For	For	Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.
Lonza Group AG	LONN	Switzerland	5/05/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 11.1 Million for Fiscal Year 2022	For	For	Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.
Lowe's Companies, Inc.	LOW	USA	27/05/2022	Elect Director	Elect Director Raul Alvarez	For	For	A vote FOR the director nominees is warranted.
Lowe's Companies, Inc.	LOW	USA	27/05/2022	Elect Director	Elect Director Colleen Taylor	For	For	A vote FOR the director nominees is warranted.
Lowe's Companies, Inc.	LOW	USA	27/05/2022	Elect Director	Elect Director Mary Beth West	For	For	A vote FOR the director nominees is warranted.
Lowe's Companies, Inc.	LOW	USA	27/05/2022	Elect Director	Elect Director David H. Batchelder	For	For	A vote FOR the director nominees is warranted.
Lowe's Companies, Inc.	LOW	USA	27/05/2022	Elect Director	Elect Director Sandra B. Cochran	For	For	A vote FOR the director nominees is warranted.
Lowe's Companies, Inc.	LOW	USA	27/05/2022	Elect Director	Elect Director Laurie Z. Douglas	For	For	A vote FOR the director nominees is warranted.
Lowe's Companies, Inc.	LOW	USA	27/05/2022	Elect Director	Elect Director Richard W. Drelling	For	For	A vote FOR the director nominees is warranted.
Lowe's Companies, Inc.	LOW	USA	27/05/2022	Elect Director	Elect Director Marvin R. Ellison	For	For	A vote FOR the director nominees is warranted.
Lowe's Companies, Inc.	LOW	USA	27/05/2022	Elect Director	Elect Director Daniel J. Heinrich	For	For	A vote FOR the director nominees is warranted.
Lowe's Companies, Inc.	LOW	USA	27/05/2022	Elect Director	Elect Director Brian C. Rogers	For	For	A vote FOR the director nominees is warranted.
Lowe's Companies, Inc.	LOW	USA	27/05/2022	Elect Director	Elect Director Bertram L. Scott	For	For	A vote FOR the director nominees is warranted.
Lowe's Companies, Inc.	LOW	USA	27/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Some concerns remain relating to target setting under the annual incentive plan, as targets were set below actual results from the year prior, and to the rigor of performance shares, as the ROIC goal is not forwardly disclosed and the relative TSR modifier targets median performance and allows for upward adjustments even if absolute TSR is negative. Nonetheless, annual incentives are linked to pre-set financial metrics and half of equity awards are performance-based.
Lowe's Companies, Inc.	LOW	USA	27/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Lowe's Companies, Inc.	LOW	USA	27/05/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Lowe's Companies, Inc.	LOW	USA	27/05/2022	Gender Pay Gap	Report on Median Gender/Racial Pay Gap	For	For	A vote FOR this proposal is warranted, as shareholders could benefit from the median pay gap statistics that would allow them to better measure the progress of the company's diversity and inclusion initiatives and its management of related risks.
Lowe's Companies, Inc.	LOW	USA	27/05/2022	Amend Proxy Access Right	Amend Proxy Access Right	For	For	A vote FOR this proposal is warranted as the proposed elimination of the 20-shareholder aggregation limit would improve the company's existing proxy access right for shareholders.
Lowe's Companies, Inc.	LOW	USA	27/05/2022	Prepare Report on Health Care Reform	Report on Risks of State Policies Restricting Reproductive Health Care	For	For	A vote FOR this resolution is warranted, as additional information on the potential risks and costs associated with proposed or enacted state policies that restrict reproductive healthcare, would allow shareholders to assess how the company is managing such risks.
Lowe's Companies, Inc.	LOW	USA	27/05/2022	Miscellaneous -- Environmental & Social Counterproposal	Commission a Civil Rights and Non-Discrimination Audit	Against	Against	A vote AGAINST this resolution is warranted, as the company has enhanced reporting around its diversity and inclusion initiatives, workplace composition, and relevant disclosures that allow shareholders to track the company's progress and policies on civil rights.
Lowe's Companies, Inc.	LOW	USA	27/05/2022	Human Rights Risk Assessment	Report on Risks from Company Vendors that Misclassify Employees as Independent Contractors	For	For	A vote FOR this resolution is warranted, as a report on misclassifying employees as independent contractors would provide shareholders with additional information on how the company is managing any risks associated with this kind of misclassification by companies in its supply chain.
Lam Research Corporation	LRCX	USA	8/11/2021	Elect Director	Elect Director Sohal U. Ahmed	For	For	A vote FOR the director nominees is warranted.
Lam Research Corporation	LRCX	USA	8/11/2021	Elect Director	Elect Director Timothy M. Archer	For	For	A vote FOR the director nominees is warranted.
Lam Research Corporation	LRCX	USA	8/11/2021	Elect Director	Elect Director Eric K. Brandt	For	For	A vote FOR the director nominees is warranted.
Lam Research Corporation	LRCX	USA	8/11/2021	Elect Director	Elect Director Michael R. Cannon	For	For	A vote FOR the director nominees is warranted.
Lam Research Corporation	LRCX	USA	8/11/2021	Elect Director	Elect Director Catherine P. Lego	For	For	A vote FOR the director nominees is warranted.
Lam Research Corporation	LRCX	USA	8/11/2021	Elect Director	Elect Director Bethany J. Mayer	For	For	A vote FOR the director nominees is warranted.
Lam Research Corporation	LRCX	USA	8/11/2021	Elect Director	Elect Director Abhijit Y. Talwalkar	For	For	A vote FOR the director nominees is warranted.
Lam Research Corporation	LRCX	USA	8/11/2021	Elect Director	Elect Director Lih Shying (Rick L.) Tsa	For	For	A vote FOR the director nominees is warranted.
Lam Research Corporation	LRCX	USA	8/11/2021	Elect Director	Elect Director Leslie F. Varon	For	For	A vote FOR the director nominees is warranted.
Lam Research Corporation	LRCX	USA	8/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. While concern remains about the relatively vague disclosure with regards to the half of the annual incentives that is based on individual performance, the other half of the annual incentive payouts were contingent on a pre-set financial goal, and half of the long-term incentives are performance based.
Lam Research Corporation	LRCX	USA	8/11/2021	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
London Stock Exchange Group Plc	LSEG	United Kingdom	27/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
London Stock Exchange Group Plc	LSEG	United Kingdom	27/04/2022	Elect Director	Re-elect Anna Manz as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
London Stock Exchange Group Plc	LSEG	United Kingdom	27/04/2022	Elect Director	Re-elect Val Rahmani as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
London Stock Exchange Group Plc	LSEG	United Kingdom	27/04/2022	Elect Director	Re-elect Don Robert as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
London Stock Exchange Group Plc	LSEG	United Kingdom	27/04/2022	Elect Director	Re-elect David Schwimmer as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
London Stock Exchange Group Plc	LSEG	United Kingdom	27/04/2022	Elect Director	Re-elect Douglas Steenland as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
London Stock Exchange Group Plc	LSEG	United Kingdom	27/04/2022	Elect Director	Elect Tsegay Gebreyes as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
London Stock Exchange Group Plc	LSEG	United Kingdom	27/04/2022	Elect Director	Elect Ashok Vaswani as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
London Stock Exchange Group Plc	LSEG	United Kingdom	27/04/2022	Ratify Auditors	Reappoint Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
London Stock Exchange Group Plc	LSEG	United Kingdom	27/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
London Stock Exchange Group Plc	LSEG	United Kingdom	27/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
London Stock Exchange Group Plc	LSEG	United Kingdom	27/04/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
London Stock Exchange Group Plc	LSEG	United Kingdom	27/04/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
London Stock Exchange Group Plc	LSEG	United Kingdom	27/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
London Stock Exchange Group Plc	LSEG	United Kingdom	27/04/2022	Approve Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
London Stock Exchange Group Plc	LSEG	United Kingdom	27/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
London Stock Exchange Group Plc	LSEG	United Kingdom	27/04/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
London Stock Exchange Group Plc	LSEG	United Kingdom	27/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted, although it is not without concern because: * The AEPS targets linked to FY2022 LTIP awards have been reduced, almost reverting to pre-2021 levels. The main reasons for support are: * The revised targets are deemed appropriate and sufficiently stretching for the enlarged business, with the impact of M&A activities already accounted for in grants with performance period encompassing FY2021. * No overriding concerns have been identified.
London Stock Exchange Group Plc	LSEG	United Kingdom	27/04/2022	Management Climate-Related Proposal	Approve Climate Transition Plan	For	For	A vote FOR the Climate Transition Plan is considered warranted because: * The Company's ambition is for carbon neutrality across operations by 2040. * The Company meets expectations in terms of disclosure and governance surrounding climate change. * The reduction targets on the medium-term (by 2026 and 2030) are SBTi approved and the Company has clearly described its intended actions to achieve them.
London Stock Exchange Group Plc	LSEG	United Kingdom	27/04/2022	Elect Director	Re-elect Dominic Blakemore as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
London Stock Exchange Group Plc	LSEG	United Kingdom	27/04/2022	Elect Director	Re-elect Martin Brand as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
London Stock Exchange Group Plc	LSEG	United Kingdom	27/04/2022	Elect Director	Re-elect Erin Brown as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.

London Stock Exchange Group Plc	LSEG	United Kingdom	27/04/2022	Elect Director	Re-elect Kathleen deRose as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
London Stock Exchange Group Plc	LSEG	United Kingdom	27/04/2022	Elect Director	Re-elect Cressida Hogg as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
lululemon athletica inc.	LULU	USA	8/06/2022	Elect Director	Elect Director Kathryn Henry	For	For	A vote FOR the director nominees is warranted.
lululemon athletica inc.	LULU	USA	8/06/2022	Elect Director	Elect Director Jon McNeill	For	For	A vote FOR the director nominees is warranted.
lululemon athletica inc.	LULU	USA	8/06/2022	Elect Director	Elect Director Alison Loehnis	For	For	A vote FOR the director nominees is warranted.
lululemon athletica inc.	LULU	USA	8/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
lululemon athletica inc.	LULU	USA	8/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
lululemon athletica inc.	LULU	USA	8/06/2022	Animal Slaughter Methods	Report on Animal Slaughter Methods	Against	Against	A vote AGAINST this proposal is warranted, as the company's exclusive sourcing from Responsible Down Standard-certified suppliers is sufficient disclosure for shareholders.
Lumen Technologies, Inc.	LUMN	USA	18/05/2022	Elect Director	Elect Director Quincy L. Allen	For	For	A vote FOR the director nominees is warranted.
Lumen Technologies, Inc.	LUMN	USA	18/05/2022	Elect Director	Elect Director Martha Helena Bejar	For	For	A vote FOR the director nominees is warranted.
Lumen Technologies, Inc.	LUMN	USA	18/05/2022	Elect Director	Elect Director Peter C. Brown	For	For	A vote FOR the director nominees is warranted.
Lumen Technologies, Inc.	LUMN	USA	18/05/2022	Elect Director	Elect Director Kevin P. Chilton	For	For	A vote FOR the director nominees is warranted.
Lumen Technologies, Inc.	LUMN	USA	18/05/2022	Elect Director	Elect Director Steven T. "Terry" Clontz	For	For	A vote FOR the director nominees is warranted.
Lumen Technologies, Inc.	LUMN	USA	18/05/2022	Elect Director	Elect Director T. Michael Glenn	For	For	A vote FOR the director nominees is warranted.
Lumen Technologies, Inc.	LUMN	USA	18/05/2022	Elect Director	Elect Director W. Bruce Hanks	For	For	A vote FOR the director nominees is warranted.
Lumen Technologies, Inc.	LUMN	USA	18/05/2022	Elect Director	Elect Director Hal Stanley Jones	For	For	A vote FOR the director nominees is warranted.
Lumen Technologies, Inc.	LUMN	USA	18/05/2022	Elect Director	Elect Director Michael Roberts	For	For	A vote FOR the director nominees is warranted.
Lumen Technologies, Inc.	LUMN	USA	18/05/2022	Elect Director	Elect Director Laurie Siegel	For	For	A vote FOR the director nominees is warranted.
Lumen Technologies, Inc.	LUMN	USA	18/05/2022	Elect Director	Elect Director Jeffrey K. Storz	For	For	A vote FOR the director nominees is warranted.
Lumen Technologies, Inc.	LUMN	USA	18/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Lumen Technologies, Inc.	LUMN	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Some concerns remain in relation to target setting under the STI and LTI plans; however, payouts under the STI plan were commensurate with financial performance and a majority of the CEO's equity awards are performance-conditioned, with multi-year goals.
Southwest Airlines Co.	LUV	USA	18/05/2022	Elect Director	Elect Director David W. Biegler	For	For	A vote FOR the director nominees is warranted.
Southwest Airlines Co.	LUV	USA	18/05/2022	Elect Director	Elect Director J. Veronica Biggins	For	For	A vote FOR the director nominees is warranted.
Southwest Airlines Co.	LUV	USA	18/05/2022	Elect Director	Elect Director Douglas H. Brooks	For	For	A vote FOR the director nominees is warranted.
Southwest Airlines Co.	LUV	USA	18/05/2022	Elect Director	Elect Director William H. Cunningham	For	For	A vote FOR the director nominees is warranted.
Southwest Airlines Co.	LUV	USA	18/05/2022	Elect Director	Elect Director John G. Denison	For	For	A vote FOR the director nominees is warranted.
Southwest Airlines Co.	LUV	USA	18/05/2022	Elect Director	Elect Director Thomas W. Gilligan	For	For	A vote FOR the director nominees is warranted.
Southwest Airlines Co.	LUV	USA	18/05/2022	Elect Director	Elect Director David P. Hess	For	For	A vote FOR the director nominees is warranted.
Southwest Airlines Co.	LUV	USA	18/05/2022	Elect Director	Elect Director Robert E. Jordan	For	For	A vote FOR the director nominees is warranted.
Southwest Airlines Co.	LUV	USA	18/05/2022	Elect Director	Elect Director Gary C. Kelly	For	For	A vote FOR the director nominees is warranted.
Southwest Airlines Co.	LUV	USA	18/05/2022	Elect Director	Elect Director Nancy B. Loeffler	For	For	A vote FOR the director nominees is warranted.
Southwest Airlines Co.	LUV	USA	18/05/2022	Elect Director	Elect Director John T. Montford	For	For	A vote FOR the director nominees is warranted.
Southwest Airlines Co.	LUV	USA	18/05/2022	Elect Director	Elect Director Christopher P. Reynolds	For	For	A vote FOR the director nominees is warranted.
Southwest Airlines Co.	LUV	USA	18/05/2022	Elect Director	Elect Director Ron Ricks	For	For	A vote FOR the director nominees is warranted.
Southwest Airlines Co.	LUV	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. CEO pay decreased during the year in review due primarily to the impact of the PSP restrictions, resulting in an alignment between CEO pay and company performance. The annual incentive awards are based primarily on clearly disclosed performance metrics and the new CEO's equity award will be half performance-conditioned.
Southwest Airlines Co.	LUV	USA	18/05/2022	Amend Qualified Employee Stock Purchase Plan	Amend Qualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted given that the purchase price and number of shares reserved is reasonable, and the offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.
Southwest Airlines Co.	LUV	USA	18/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Southwest Airlines Co.	LUV	USA	18/05/2022	Amend Articles/Bylaws/Charter - Removal of Directors	Adopt Majority Vote Cast to Remove Directors With or Without Cause	For	For	A vote FOR this proposal is warranted as the ability to remove directors with or without cause would enhance shareholder rights.
Southwest Airlines Co.	LUV	USA	18/05/2022	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	For	A vote FOR this proposal is warranted given that the request applies only to future severance arrangements, the current agreements will not be affected, the request offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting, and it is possible for shareholders to have the ability to vote on severance amounts that exceed market norms.
Las Vegas Sands Corp.	LVS	USA	12/05/2022	Elect Director	Elect Director Irwin Chafetz	For	For	WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. A vote FOR the remaining director nominees is warranted.
Las Vegas Sands Corp.	LVS	USA	12/05/2022	Elect Director	Elect Director Yibing Mao	For	For	WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. A vote FOR the remaining director nominees is warranted.
Las Vegas Sands Corp.	LVS	USA	12/05/2022	Elect Director	Elect Director Micheline Chau	Withhold	Withhold	WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. A vote FOR the remaining director nominees is warranted.
Las Vegas Sands Corp.	LVS	USA	12/05/2022	Elect Director	Elect Director Patrick Dumont	For	For	WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. A vote FOR the remaining director nominees is warranted.
Las Vegas Sands Corp.	LVS	USA	12/05/2022	Elect Director	Elect Director Charles D. Forman	For	For	WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. A vote FOR the remaining director nominees is warranted.
Las Vegas Sands Corp.	LVS	USA	12/05/2022	Elect Director	Elect Director Robert G. Goldstein	For	For	WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. A vote FOR the remaining director nominees is warranted.
Las Vegas Sands Corp.	LVS	USA	12/05/2022	Elect Director	Elect Director Nora M. Jordan	For	For	WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. A vote FOR the remaining director nominees is warranted.
Las Vegas Sands Corp.	LVS	USA	12/05/2022	Elect Director	Elect Director Charles A. Koppelman	Withhold	Withhold	WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. A vote FOR the remaining director nominees is warranted.
Las Vegas Sands Corp.	LVS	USA	12/05/2022	Elect Director	Elect Director Lewis Kramer	For	For	WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. A vote FOR the remaining director nominees is warranted.
Las Vegas Sands Corp.	LVS	USA	12/05/2022	Elect Director	Elect Director David F. Levi	Withhold	Withhold	WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. A vote FOR the remaining director nominees is warranted.
Las Vegas Sands Corp.	LVS	USA	12/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Las Vegas Sands Corp.	LVS	USA	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. While executives did not receive annual equity awards or payouts under the annual incentive program in 2021, the one-time awards granted to NEOs are problematic. The value of the awards, which were granted for retention purposes and in light of the lack of regular-cycle incentive awards for two consecutive years, is excessive, and vesting is subject to performance over a relatively short period. NEOs received additional one-time grants of RSUs in connection with new employment agreements; these awards are entirely time-vesting and lack a compelling rationale. Finally, the CEO and COO each received sizable gross-up payments on perquisites, which are provided by their employment agreements and are considered to be problematic.
LiveTiles Limited	LVT	Australia	30/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the adoption of the remuneration report is warranted due to the following: "Unsubstantiated substantial increase to an executive's fixed pay;" Payment of STI cash bonuses despite the company's loss-making performance and the ongoing lack of disclosure of quantified STI targets, which hinders shareholders' abilities to assess performance alignment and goal rigor setting; and "Unacceptable vesting period and insufficiently demanding performance hurdles of the long-term incentive grants."
LiveTiles Limited	LVT	Australia	30/11/2021	Approve/Amend Executive/Director Loans	Approve Incentive Share Loan Extension to Peter Nguyen-Brown	Against	Against	A vote AGAINST these resolutions is warranted because the proposed loan extension does not improve the underlying terms of the loan funded shares.
LiveTiles Limited	LVT	Australia	30/11/2021	Elect Director	Elect Peter Nguyen-Brown as Director	Against	Against	Item 2A vote AGAINST the reelection of Peter Nguyen-Brown is warranted as he is an executive director who sits on the company's remuneration committee. Items 3 and 4A vote FOR the election of Jesse Todd and Fiona Le Brocq is warranted.
LiveTiles Limited	LVT	Australia	30/11/2021	Elect Director	Elect Jesse Todd as Director	For	For	Item 2A vote AGAINST the reelection of Peter Nguyen-Brown is warranted as he is an executive director who sits on the company's remuneration committee. Items 3 and 4A vote FOR the election of Jesse Todd and Fiona Le Brocq is warranted.
LiveTiles Limited	LVT	Australia	30/11/2021	Elect Director	Elect Fiona Le Brocq as Director	For	For	Item 2A vote AGAINST the reelection of Peter Nguyen-Brown is warranted as he is an executive director who sits on the company's remuneration committee. Items 3 and 4A vote FOR the election of Jesse Todd and Fiona Le Brocq is warranted.
LiveTiles Limited	LVT	Australia	30/11/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve the Issuance of Up to 10 Percent of the Company's Issued Capital without Preemptive Rights	Against	Against	A vote AGAINST this resolution is warranted because the company did not provide specific reasons for seeking the authority, and there appears to be no immediate need for the additional authority based on the company's most recent quarterly cash flow report.
LiveTiles Limited	LVT	Australia	30/11/2021	Renew Partial Takeover Provision	Approve Renewal of Proportional Takeover Provisions	For	For	A vote FOR this resolution is warranted.
LiveTiles Limited	LVT	Australia	30/11/2021	Approve Employee Stock Plan	Approve Employee Incentive Plan	For	For	A vote FOR this resolution is warranted.
LiveTiles Limited	LVT	Australia	30/11/2021	Approve Pledging of Assets for Debt	Approve Provision of Financial Assistance to be Given by Certain of the Company's Australian Subsidiaries in Relation to the Facility Agreement	For	For	A vote FOR this resolution is warranted.
LiveTiles Limited	LVT	Australia	30/11/2021	Approve/Amend Executive/Director Loans	Approve Incentive Share Loan Extension to Karl Redenbach	Against	Against	A vote AGAINST these resolutions is warranted because the proposed loan extension does not improve the underlying terms of the loan funded shares.
LyondellBasell Industries N.V.	LYB	Netherlands	27/05/2022	Elect Director	Elect Director Jacques Aigrain	For	For	A vote FOR the director nominees is warranted.
LyondellBasell Industries N.V.	LYB	Netherlands	27/05/2022	Elect Director	Elect Director Lincoln Benet	For	For	A vote FOR the director nominees is warranted.
LyondellBasell Industries N.V.	LYB	Netherlands	27/05/2022	Elect Director	Elect Director Jagjeet (Jeet) Bindra	For	For	A vote FOR the director nominees is warranted.
LyondellBasell Industries N.V.	LYB	Netherlands	27/05/2022	Elect Director	Elect Director Robin Buchanan	For	For	A vote FOR the director nominees is warranted.
LyondellBasell Industries N.V.	LYB	Netherlands	27/05/2022	Elect Director	Elect Director Anthony (Tony) Chase	For	For	A vote FOR the director nominees is warranted.

LyondellBasell Industries N.V.	LYB	Netherlands	27/05/2022	Elect Director	Elect Director Nance Dicciani	For	For	A vote FOR the director nominees is warranted.
LyondellBasell Industries N.V.	LYB	Netherlands	27/05/2022	Elect Director	Elect Director Robert (Bob) Dudley	For	For	A vote FOR the director nominees is warranted.
LyondellBasell Industries N.V.	LYB	Netherlands	27/05/2022	Elect Director	Elect Director Claire Farley	For	For	A vote FOR the director nominees is warranted.
LyondellBasell Industries N.V.	LYB	Netherlands	27/05/2022	Elect Director	Elect Director Michael Hanley	For	For	A vote FOR the director nominees is warranted.
LyondellBasell Industries N.V.	LYB	Netherlands	27/05/2022	Elect Director	Elect Director Virginia Kamsky	For	For	A vote FOR the director nominees is warranted.
LyondellBasell Industries N.V.	LYB	Netherlands	27/05/2022	Elect Director	Elect Director Albert Manifold	For	For	A vote FOR the director nominees is warranted.
LyondellBasell Industries N.V.	LYB	Netherlands	27/05/2022	Elect Director	Elect Director Peter Vanacker	For	For	A vote FOR the director nominees is warranted.
LyondellBasell Industries N.V.	LYB	Netherlands	27/05/2022	Approve Discharge of Board and President	Approve Discharge of Directors	For	For	A vote FOR this proposal is warranted because of the absence of any information about significant and compelling controversies indicating that the directors are not fulfilling their fiduciary duties.
LyondellBasell Industries N.V.	LYB	Netherlands	27/05/2022	Accept Financial Statements and Statutory Reports	Adopt Financial Statements and Statutory Reports	For	For	A vote FOR routine item is warranted.
LyondellBasell Industries N.V.	LYB	Netherlands	27/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
LyondellBasell Industries N.V.	LYB	Netherlands	27/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
LyondellBasell Industries N.V.	LYB	Netherlands	27/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Some concerns remain regarding the target setting under the short-term incentive plan, as certain targets were set below targets and actual results from the year prior, and the relative TSR metric for PSUs target median performance. Nonetheless, annual incentives are primarily linked to pre-set financial metrics and granted equity is half performance conditioned and uses multi-year performance periods.
LyondellBasell Industries N.V.	LYB	Netherlands	27/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	A vote FOR this proposal is warranted as the proposed repurchase authority appears to be within reasonable limits and no serious concerns are highlighted.
LyondellBasell Industries N.V.	LYB	Netherlands	27/05/2022	Company Specific - Equity Related	Approve Cancellation of Shares	For	For	Because the cancellation of shares is in shareholders' interests, a vote FOR this proposal is warranted.
Lynas Rare Earths Limited	LYC	Australia	29/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted, CEO pay remains elevated compared to peers, primarily due to the CEO's status as an ex-patriate CEO serving in a remote part of Malaysia. For the period under review, however, STI and LTI vesting outcomes are commensurate with company performance and short- and long-term shareholder outcomes, which have been robust. However, shareholders may be concerned with the following aspects of the CEO's remuneration: "The quantum of LTI grant is high when compared to peers;" The relative TSR component of the LTI lacks a positive TSR gateway, which may result in a payout despite declining shareholder returns; and" The company lacks minimum shareholding guidelines.
Lynas Rare Earths Limited	LYC	Australia	29/11/2021	Elect Director	Elect Philippe Etienne as Director	For	For	A vote FOR the re-election of independent non-executive director Philippe Etienne is warranted as no concerns have been identified regarding board and committee composition resulting from his nomination.
Lynas Rare Earths Limited	LYC	Australia	29/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Amanda Lacaze	For	For	A vote FOR this resolution is warranted. The STI component represents the deferral portion of the FY21 STI, which enhances the alignment between shareholders and executives. The LTI grant includes a new operational-specific measure and a relative TSR objective with appropriate vesting periods, though it would be expected that financial and market-based measures comprise the LTI going forward.
Live Nation Entertainment, Inc.	LYV	USA	16/06/2022	Elect Director	Elect Director Maverick Carter	For	For	A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Cautionary support FOR compensation committee members Chad Hollingsworth, James Iovine, and Dana Walden is warranted given concerns regarding the lack of pre-set, performance objectives under both the STI and LTI program, which reflects the committee's inability to set targets due to the impact of the pandemic on operations. However, the committee has reintroduced performance-conditioned equity for 2022, and the grant value appears modest, mitigating concerns. Further, pay and performance are reasonably aligned for the year under review. A vote FOR the remaining director nominees is warranted.
Live Nation Entertainment, Inc.	LYV	USA	16/06/2022	Elect Director	Elect Director Ping Fu	For	For	A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Cautionary support FOR compensation committee members Chad Hollingsworth, James Iovine, and Dana Walden is warranted given concerns regarding the lack of pre-set, performance objectives under both the STI and LTI program, which reflects the committee's inability to set targets due to the impact of the pandemic on operations. However, the committee has reintroduced performance-conditioned equity for 2022, and the grant value appears modest, mitigating concerns. Further, pay and performance are reasonably aligned for the year under review. A vote FOR the remaining director nominees is warranted.
Live Nation Entertainment, Inc.	LYV	USA	16/06/2022	Elect Director	Elect Director Jeffrey T. Hinson	For	For	A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Cautionary support FOR compensation committee members Chad Hollingsworth, James Iovine, and Dana Walden is warranted given concerns regarding the lack of pre-set, performance objectives under both the STI and LTI program, which reflects the committee's inability to set targets due to the impact of the pandemic on operations. However, the committee has reintroduced performance-conditioned equity for 2022, and the grant value appears modest, mitigating concerns. Further, pay and performance are reasonably aligned for the year under review. A vote FOR the remaining director nominees is warranted.
Live Nation Entertainment, Inc.	LYV	USA	16/06/2022	Elect Director	Elect Director Chad Hollingsworth	For	For	A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Cautionary support FOR compensation committee members Chad Hollingsworth, James Iovine, and Dana Walden is warranted given concerns regarding the lack of pre-set, performance objectives under both the STI and LTI program, which reflects the committee's inability to set targets due to the impact of the pandemic on operations. However, the committee has reintroduced performance-conditioned equity for 2022, and the grant value appears modest, mitigating concerns. Further, pay and performance are reasonably aligned for the year under review. A vote FOR the remaining director nominees is warranted.
Live Nation Entertainment, Inc.	LYV	USA	16/06/2022	Elect Director	Elect Director James Iovine	For	For	A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Cautionary support FOR compensation committee members Chad Hollingsworth, James Iovine, and Dana Walden is warranted given concerns regarding the lack of pre-set, performance objectives under both the STI and LTI program, which reflects the committee's inability to set targets due to the impact of the pandemic on operations. However, the committee has reintroduced performance-conditioned equity for 2022, and the grant value appears modest, mitigating concerns. Further, pay and performance are reasonably aligned for the year under review. A vote FOR the remaining director nominees is warranted.
Live Nation Entertainment, Inc.	LYV	USA	16/06/2022	Elect Director	Elect Director James S. Kahan	For	For	A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Cautionary support FOR compensation committee members Chad Hollingsworth, James Iovine, and Dana Walden is warranted given concerns regarding the lack of pre-set, performance objectives under both the STI and LTI program, which reflects the committee's inability to set targets due to the impact of the pandemic on operations. However, the committee has reintroduced performance-conditioned equity for 2022, and the grant value appears modest, mitigating concerns. Further, pay and performance are reasonably aligned for the year under review. A vote FOR the remaining director nominees is warranted.
Live Nation Entertainment, Inc.	LYV	USA	16/06/2022	Elect Director	Elect Director Gregory B. Maffei	Against	Against	A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Cautionary support FOR compensation committee members Chad Hollingsworth, James Iovine, and Dana Walden is warranted given concerns regarding the lack of pre-set, performance objectives under both the STI and LTI program, which reflects the committee's inability to set targets due to the impact of the pandemic on operations. However, the committee has reintroduced performance-conditioned equity for 2022, and the grant value appears modest, mitigating concerns. Further, pay and performance are reasonably aligned for the year under review. A vote FOR the remaining director nominees is warranted.
Live Nation Entertainment, Inc.	LYV	USA	16/06/2022	Elect Director	Elect Director Randall T. Mays	For	For	A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Cautionary support FOR compensation committee members Chad Hollingsworth, James Iovine, and Dana Walden is warranted given concerns regarding the lack of pre-set, performance objectives under both the STI and LTI program, which reflects the committee's inability to set targets due to the impact of the pandemic on operations. However, the committee has reintroduced performance-conditioned equity for 2022, and the grant value appears modest, mitigating concerns. Further, pay and performance are reasonably aligned for the year under review. A vote FOR the remaining director nominees is warranted.
Live Nation Entertainment, Inc.	LYV	USA	16/06/2022	Elect Director	Elect Director Michael Rapino	For	For	A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Cautionary support FOR compensation committee members Chad Hollingsworth, James Iovine, and Dana Walden is warranted given concerns regarding the lack of pre-set, performance objectives under both the STI and LTI program, which reflects the committee's inability to set targets due to the impact of the pandemic on operations. However, the committee has reintroduced performance-conditioned equity for 2022, and the grant value appears modest, mitigating concerns. Further, pay and performance are reasonably aligned for the year under review. A vote FOR the remaining director nominees is warranted.
Live Nation Entertainment, Inc.	LYV	USA	16/06/2022	Elect Director	Elect Director Dana Walden	For	For	A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Cautionary support FOR compensation committee members Chad Hollingsworth, James Iovine, and Dana Walden is warranted given concerns regarding the lack of pre-set, performance objectives under both the STI and LTI program, which reflects the committee's inability to set targets due to the impact of the pandemic on operations. However, the committee has reintroduced performance-conditioned equity for 2022, and the grant value appears modest, mitigating concerns. Further, pay and performance are reasonably aligned for the year under review. A vote FOR the remaining director nominees is warranted.
Live Nation Entertainment, Inc.	LYV	USA	16/06/2022	Elect Director	Elect Director Latriece Watkins	For	For	A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Cautionary support FOR compensation committee members Chad Hollingsworth, James Iovine, and Dana Walden is warranted given concerns regarding the lack of pre-set, performance objectives under both the STI and LTI program, which reflects the committee's inability to set targets due to the impact of the pandemic on operations. However, the committee has reintroduced performance-conditioned equity for 2022, and the grant value appears modest, mitigating concerns. Further, pay and performance are reasonably aligned for the year under review. A vote FOR the remaining director nominees is warranted.
Live Nation Entertainment, Inc. Mach7 Technologies Limited	LYV M7T	USA Australia	16/06/2022 11/11/2021	Ratify Auditors Advisory Vote to Ratify Named Executive Officers' Compensation	Ratify Ernst & Young LLP as Auditors Approve Remuneration Report	For For	For For	A vote FOR this proposal to ratify the auditor is warranted. A qualified vote FOR the adoption of the remuneration report is warranted. The remuneration practices of the company on balance are in line with local market standards. Nevertheless, shareholders may be concerned with: " Payment of cash bonus which appears at odds with the company's financial performance during the year." "Insufficiently demanding performance hurdle in relation to FY21 option grants." " Grant of options to NEDs.
Mach7 Technologies Limited	M7T	Australia	11/11/2021	Elect Director	Elect Philippe Houssiau as Director	For	For	Votes AGAINST incumbent Nominating Committee chair David Chambers are warranted for lack of gender diversity on the board.A vote AGAINST the reelection of David Chambers is also warranted because: " He is the chair of the remuneration committee and the presence of an executive member on this committee is considered a material departure from widely accepted corporate governance practice and of concern for appropriate independence of this committee for shareholders.A vote FOR the election of Philippe Houssiau is warranted.

Mach7 Technologies Limited	MTT	Australia	11/11/2021	Elect Director	Elect David Chambers as Director	Against	Against	Votes AGAINST incumbent Nominating Committee chair David Chambers are warranted for lack of gender diversity on the board. A vote AGAINST the reelection of David Chambers is also warranted because: He is the chair of the remuneration committee and the presence of an executive member on this committee is considered a material departure from widely accepted corporate governance practice and of concern for appropriate independence of this committee for shareholders. A vote FOR the election of Philippe Houssiau is warranted.
Mach7 Technologies Limited	MTT	Australia	11/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Michael Lampron	For	For	A vote FOR this resolution is warranted.
Mach7 Technologies Limited	MTT	Australia	11/11/2021	Approve Stock Option Plan Grants	Approve Issuance of Options to David Chambers	Against	Against	A vote AGAINST these resolutions is warranted because the grant of incentive equities to NEDs is not in line with local market guidelines.
Mach7 Technologies Limited	MTT	Australia	11/11/2021	Approve Stock Option Plan Grants	Approve Issuance of Options to Elert Siegel	Against	Against	A vote AGAINST these resolutions is warranted because the grant of incentive equities to NEDs is not in line with local market guidelines.
Mach7 Technologies Limited	MTT	Australia	11/11/2021	Approve Stock Option Plan Grants	Approve Issuance of Options to Robert Bazzani	Against	Against	A vote AGAINST these resolutions is warranted because the grant of incentive equities to NEDs is not in line with local market guidelines.
Mach7 Technologies Limited	MTT	Australia	11/11/2021	Approve Stock Option Plan Grants	Approve Issuance of Options to Philippe Houssiau	Against	Against	A vote AGAINST these resolutions is warranted because the grant of incentive equities to NEDs is not in line with local market guidelines.
Mach7 Technologies Limited	MTT	Australia	11/11/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve the Issuance of Up to 10 Percent of the Company's Issued Capital	Against	Against	A vote AGAINST this resolution is warranted because the company did not provide specific reasons for seeking the authority and there appears to be no immediate need for the additional authority based on the company's most recent quarterly cash flow report.
Mastercard Incorporated	MA	USA	21/06/2022	Elect Director	Elect Director Merit E. Janow	For	For	A vote FOR the director nominees is warranted.
Mastercard Incorporated	MA	USA	21/06/2022	Elect Director	Elect Director Candido Bracher	For	For	A vote FOR the director nominees is warranted.
Mastercard Incorporated	MA	USA	21/06/2022	Elect Director	Elect Director Richard K. Davis	For	For	A vote FOR the director nominees is warranted.
Mastercard Incorporated	MA	USA	21/06/2022	Elect Director	Elect Director Julius Genachowski	For	For	A vote FOR the director nominees is warranted.
Mastercard Incorporated	MA	USA	21/06/2022	Elect Director	Elect Director Choon Phong Goh	For	For	A vote FOR the director nominees is warranted.
Mastercard Incorporated	MA	USA	21/06/2022	Elect Director	Elect Director Oki Matsumoto	For	For	A vote FOR the director nominees is warranted.
Mastercard Incorporated	MA	USA	21/06/2022	Elect Director	Elect Director Michael Miebach	For	For	A vote FOR the director nominees is warranted.
Mastercard Incorporated	MA	USA	21/06/2022	Elect Director	Elect Director Youngme Moon	For	For	A vote FOR the director nominees is warranted.
Mastercard Incorporated	MA	USA	21/06/2022	Elect Director	Elect Director Rima Qureshi	For	For	A vote FOR the director nominees is warranted.
Mastercard Incorporated	MA	USA	21/06/2022	Elect Director	Elect Director Gabrielle Sulzberger	For	For	A vote FOR the director nominees is warranted.
Mastercard Incorporated	MA	USA	21/06/2022	Elect Director	Elect Director Jackson Tai	For	For	A vote FOR the director nominees is warranted.
Mastercard Incorporated	MA	USA	21/06/2022	Elect Director	Elect Director Harit Talwar	For	For	A vote FOR the director nominees is warranted.
Mastercard Incorporated	MA	USA	21/06/2022	Elect Director	Elect Director Lance Uggla	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are linked to pre-set financial metrics and long-term incentives are primarily performance-based. The LTI will revert back to a multi-year performance period in FY22 after temporarily setting a one-year performance period in FY21. However, the degree of discretion applied in the STI is difficult to assess, and the relative TSR modifier targets median performance and does not include a payout cap if absolute TSR is negative.
Mastercard Incorporated	MA	USA	21/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual and long-term incentives are primarily performance-based, with the majority of PSUs utilizing a multi-year performance period. Some concerns remain related to the target payout for median performance and absence of a payout cap for absolute negative TSR related to the TSR PSUs, as well as the annual performance period utilized for the FAD PSUs.
Mastercard Incorporated	MA	USA	21/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Mastercard Incorporated	MA	USA	21/06/2022	Provide Right to Call Special Meeting	Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold	For	For	A vote FOR this proposal is warranted. As the company does not currently provide shareholders with the ability to call special meetings, this represents an enhancement to shareholder's rights.
Mastercard Incorporated	MA	USA	21/06/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For	For	A vote FOR this proposal is warranted. This shareholder proposal includes a 10 percent ownership threshold which shareholders may view as a more reasonable threshold than the 15 percent threshold proposed by management. This proposal would also represent an enhancement to shareholder rights, as shareholders do not currently have the right to call special meetings.
Mastercard Incorporated	MA	USA	21/06/2022	Political Contributions Disclosure	Report on Political Contributions	For	For	A vote FOR this resolution is warranted, as additional reporting on the company's political contributions and policies would benefit shareholders in assessing its management of related risks.
Mastercard Incorporated	MA	USA	21/06/2022	Charitable Contributions	Report on Charitable Contributions	Against	Against	A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.
Mastercard Incorporated	MA	USA	21/06/2022	Weapons - Related	Report on Risks Associated with Sale and Purchase of Ghost Guns	For	For	Votes FOR this proposal are warranted as additional information regarding the processes the company uses to assess and evaluate the effectiveness of its risk management system as it relates to the management of risks associated with the processing of payments involving its cards and/or its electronic payment system services for the sale and purchase of untraceable firearms, including Buy, Build, Shoot firearm kits, components, and/or accessories used to assemble privately made firearms known as Ghost Guns.
Mid-America Apartment Communities, Inc.	MAA	USA	17/05/2022	Elect Director	Elect Director H. Eric Bolton, Jr.	For	For	A vote FOR the director nominees is warranted.
Mid-America Apartment Communities, Inc.	MAA	USA	17/05/2022	Elect Director	Elect Director Alan B. Graf, Jr.	For	For	A vote FOR the director nominees is warranted.
Mid-America Apartment Communities, Inc.	MAA	USA	17/05/2022	Elect Director	Elect Director Toni Jennings	For	For	A vote FOR the director nominees is warranted.
Mid-America Apartment Communities, Inc.	MAA	USA	17/05/2022	Elect Director	Elect Director Edith Kelly-Green	For	For	A vote FOR the director nominees is warranted.
Mid-America Apartment Communities, Inc.	MAA	USA	17/05/2022	Elect Director	Elect Director James K. Lowder	For	For	A vote FOR the director nominees is warranted.
Mid-America Apartment Communities, Inc.	MAA	USA	17/05/2022	Elect Director	Elect Director Thomas H. Lowder	For	For	A vote FOR the director nominees is warranted.
Mid-America Apartment Communities, Inc.	MAA	USA	17/05/2022	Elect Director	Elect Director Monica McGurk	For	For	A vote FOR the director nominees is warranted.
Mid-America Apartment Communities, Inc.	MAA	USA	17/05/2022	Elect Director	Elect Director Claude B. Nielsen	For	For	A vote FOR the director nominees is warranted.
Mid-America Apartment Communities, Inc.	MAA	USA	17/05/2022	Elect Director	Elect Director Philip W. Norwood	For	For	A vote FOR the director nominees is warranted.
Mid-America Apartment Communities, Inc.	MAA	USA	17/05/2022	Elect Director	Elect Director W. Reid Sanders	For	For	A vote FOR the director nominees is warranted.
Mid-America Apartment Communities, Inc.	MAA	USA	17/05/2022	Elect Director	Elect Director Gary Shorb	For	For	A vote FOR the director nominees is warranted.
Mid-America Apartment Communities, Inc.	MAA	USA	17/05/2022	Elect Director	Elect Director David P. Stockert	For	For	A vote FOR the director nominees is warranted.
Mid-America Apartment Communities, Inc.	MAA	USA	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual and long-term incentives are primarily performance-based, with the majority of PSUs utilizing a multi-year performance period. Some concerns remain related to the target payout for median performance and absence of a payout cap for absolute negative TSR related to the TSR PSUs, as well as the annual performance period utilized for the FAD PSUs.
Mid-America Apartment Communities, Inc.	MAA	USA	17/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
ManTech International Corporation	MANT	USA	10/06/2022	Elect Director	Elect Director Kevin M. Phillips	For	For	WITHHOLD votes are warranted for compensation committee members Barry Campbell, Richard Armitage, and Mary Bush for amending the NEO incentive agreements to include a provision similar to problematic single-trigger cash severance. In addition, the payouts under the agreements were increased for certain NEOs. A vote FOR the remaining director nominees is warranted.
ManTech International Corporation	MANT	USA	10/06/2022	Elect Director	Elect Director Richard L. Armitage	Withhold	Withhold	WITHHOLD votes are warranted for compensation committee members Barry Campbell, Richard Armitage, and Mary Bush for amending the NEO incentive agreements to include a provision similar to problematic single-trigger cash severance. In addition, the payouts under the agreements were increased for certain NEOs. A vote FOR the remaining director nominees is warranted.
ManTech International Corporation	MANT	USA	10/06/2022	Elect Director	Elect Director Mary K. Bush	Withhold	Withhold	WITHHOLD votes are warranted for compensation committee members Barry Campbell, Richard Armitage, and Mary Bush for amending the NEO incentive agreements to include a provision similar to problematic single-trigger cash severance. In addition, the payouts under the agreements were increased for certain NEOs. A vote FOR the remaining director nominees is warranted.
ManTech International Corporation	MANT	USA	10/06/2022	Elect Director	Elect Director Barry G. Campbell	Withhold	Withhold	WITHHOLD votes are warranted for compensation committee members Barry Campbell, Richard Armitage, and Mary Bush for amending the NEO incentive agreements to include a provision similar to problematic single-trigger cash severance. In addition, the payouts under the agreements were increased for certain NEOs. A vote FOR the remaining director nominees is warranted.
ManTech International Corporation	MANT	USA	10/06/2022	Elect Director	Elect Director Richard J. Kerr	For	For	WITHHOLD votes are warranted for compensation committee members Barry Campbell, Richard Armitage, and Mary Bush for amending the NEO incentive agreements to include a provision similar to problematic single-trigger cash severance. In addition, the payouts under the agreements were increased for certain NEOs. A vote FOR the remaining director nominees is warranted.
ManTech International Corporation	MANT	USA	10/06/2022	Elect Director	Elect Director Peter B. LaMontagne	For	For	WITHHOLD votes are warranted for compensation committee members Barry Campbell, Richard Armitage, and Mary Bush for amending the NEO incentive agreements to include a provision similar to problematic single-trigger cash severance. In addition, the payouts under the agreements were increased for certain NEOs. A vote FOR the remaining director nominees is warranted.
ManTech International Corporation	MANT	USA	10/06/2022	Elect Director	Elect Director Kenneth A. Minihan	For	For	WITHHOLD votes are warranted for compensation committee members Barry Campbell, Richard Armitage, and Mary Bush for amending the NEO incentive agreements to include a provision similar to problematic single-trigger cash severance. In addition, the payouts under the agreements were increased for certain NEOs. A vote FOR the remaining director nominees is warranted.
ManTech International Corporation	MANT	USA	10/06/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Marriott International, Inc.	MAR	USA	6/05/2022	Elect Director	Elect Director Anthony G. Capuano	For	For	A vote FOR incumbent audit committee members Frederick Henderson, Isabella Goren, Aylwin Lewis, and Margaret McCarthy is warranted, with caution. Shareholders would benefit from additional disclosure of steps the committee and the board are taking to mitigate the risks arising from pledging of shares by entities affiliated with the Marriott family. A vote FOR the remaining director nominees is warranted.
Marriott International, Inc.	MAR	USA	6/05/2022	Elect Director	Elect Director Isabella D. Goren	For	For	A vote FOR incumbent audit committee members Frederick Henderson, Isabella Goren, Aylwin Lewis, and Margaret McCarthy is warranted, with caution. Shareholders would benefit from additional disclosure of steps the committee and the board are taking to mitigate the risks arising from pledging of shares by entities affiliated with the Marriott family. A vote FOR the remaining director nominees is warranted.
Marriott International, Inc.	MAR	USA	6/05/2022	Elect Director	Elect Director Deborah M. Harrison	For	For	A vote FOR incumbent audit committee members Frederick Henderson, Isabella Goren, Aylwin Lewis, and Margaret McCarthy is warranted, with caution. Shareholders would benefit from additional disclosure of steps the committee and the board are taking to mitigate the risks arising from pledging of shares by entities affiliated with the Marriott family. A vote FOR the remaining director nominees is warranted.

Marriott International, Inc.	MAR	USA	6/05/2022	Elect Director	Elect Director Frederick A. Henderson	For	For	A vote FOR incumbent audit committee members Frederick Henderson, Isabella Goren, Aylwin Lewis, and Margaret McCarthy is warranted, with caution. Shareholders would benefit from additional disclosure of steps the committee and the board are taking to mitigate the risks arising from pledging of shares by entities affiliated with the Marriott family. A vote FOR the remaining director nominees is warranted.
Marriott International, Inc.	MAR	USA	6/05/2022	Elect Director	Elect Director Eric Hippeau	For	For	A vote FOR incumbent audit committee members Frederick Henderson, Isabella Goren, Aylwin Lewis, and Margaret McCarthy is warranted, with caution. Shareholders would benefit from additional disclosure of steps the committee and the board are taking to mitigate the risks arising from pledging of shares by entities affiliated with the Marriott family. A vote FOR the remaining director nominees is warranted.
Marriott International, Inc.	MAR	USA	6/05/2022	Elect Director	Elect Director Debra L. Lee	For	For	A vote FOR incumbent audit committee members Frederick Henderson, Isabella Goren, Aylwin Lewis, and Margaret McCarthy is warranted, with caution. Shareholders would benefit from additional disclosure of steps the committee and the board are taking to mitigate the risks arising from pledging of shares by entities affiliated with the Marriott family. A vote FOR the remaining director nominees is warranted.
Marriott International, Inc.	MAR	USA	6/05/2022	Elect Director	Elect Director Aylwin B. Lewis	For	For	A vote FOR incumbent audit committee members Frederick Henderson, Isabella Goren, Aylwin Lewis, and Margaret McCarthy is warranted, with caution. Shareholders would benefit from additional disclosure of steps the committee and the board are taking to mitigate the risks arising from pledging of shares by entities affiliated with the Marriott family. A vote FOR the remaining director nominees is warranted.
Marriott International, Inc.	MAR	USA	6/05/2022	Elect Director	Elect Director David S. Marriott	For	For	A vote FOR incumbent audit committee members Frederick Henderson, Isabella Goren, Aylwin Lewis, and Margaret McCarthy is warranted, with caution. Shareholders would benefit from additional disclosure of steps the committee and the board are taking to mitigate the risks arising from pledging of shares by entities affiliated with the Marriott family. A vote FOR the remaining director nominees is warranted.
Marriott International, Inc.	MAR	USA	6/05/2022	Elect Director	Elect Director Margaret M. McCarthy	For	For	A vote FOR incumbent audit committee members Frederick Henderson, Isabella Goren, Aylwin Lewis, and Margaret McCarthy is warranted, with caution. Shareholders would benefit from additional disclosure of steps the committee and the board are taking to mitigate the risks arising from pledging of shares by entities affiliated with the Marriott family. A vote FOR the remaining director nominees is warranted.
Marriott International, Inc.	MAR	USA	6/05/2022	Elect Director	Elect Director George Munoz	For	For	A vote FOR incumbent audit committee members Frederick Henderson, Isabella Goren, Aylwin Lewis, and Margaret McCarthy is warranted, with caution. Shareholders would benefit from additional disclosure of steps the committee and the board are taking to mitigate the risks arising from pledging of shares by entities affiliated with the Marriott family. A vote FOR the remaining director nominees is warranted.
Marriott International, Inc.	MAR	USA	6/05/2022	Elect Director	Elect Director Horacio D. Rozanski	For	For	A vote FOR incumbent audit committee members Frederick Henderson, Isabella Goren, Aylwin Lewis, and Margaret McCarthy is warranted, with caution. Shareholders would benefit from additional disclosure of steps the committee and the board are taking to mitigate the risks arising from pledging of shares by entities affiliated with the Marriott family. A vote FOR the remaining director nominees is warranted.
Marriott International, Inc.	MAR	USA	6/05/2022	Elect Director	Elect Director Susan C. Schwab	For	For	A vote FOR incumbent audit committee members Frederick Henderson, Isabella Goren, Aylwin Lewis, and Margaret McCarthy is warranted, with caution. Shareholders would benefit from additional disclosure of steps the committee and the board are taking to mitigate the risks arising from pledging of shares by entities affiliated with the Marriott family. A vote FOR the remaining director nominees is warranted.
Marriott International, Inc.	MAR	USA	6/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Marriott International, Inc.	MAR	USA	6/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Annual incentives are largely based on pre-set financial measures and the majority of equity awards were performance based and utilized a multi-year measurement period. However, continued monitoring of the pay program is warranted, as significant temporary changes to the pay program were implemented this year.
Marriott International, Inc.	MAR	USA	6/05/2022	Approve Qualified Employee Stock Purchase Plan	Approve Qualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted, as the plan's purchase price is at least 85 percent of fair market value and the offering period is not longer than 27 months. Also, the number of shares allocated to the plan is not more than 10 percent of outstanding shares.
Marriott International, Inc.	MAR	USA	6/05/2022	Miscellaneous Proposal - Social	Report On Costs of Low Wages and Inequality and Impact on Diversified Shareholders	For	For	A vote FOR this proposal is warranted, as additional disclosure on the socioeconomic costs of low wages and inequality, as well as their effect on the economy and diversified shareholders would enable shareholders to understand and assess how the company is managing related risks.
Marriott International, Inc.	MAR	USA	6/05/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.
Masco Corporation	MAS	USA	12/05/2022	Elect Director	Elect Director Donald R. Parfet	For	For	A vote FOR the director nominees is warranted.
Masco Corporation	MAS	USA	12/05/2022	Elect Director	Elect Director Lisa A. Payne	For	For	A vote FOR the director nominees is warranted.
Masco Corporation	MAS	USA	12/05/2022	Elect Director	Elect Director Reginald M. Turner	For	For	A vote FOR the director nominees is warranted.
Masco Corporation	MAS	USA	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are tied to pre-set financial metrics, while long-term incentives are primarily performance based and measured over multi-year performance periods.
Masco Corporation	MAS	USA	12/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Masimo Corporation	MASI	USA	26/05/2022	Elect Director	Elect Director Adam Mikkelsen	For	For	A vote FOR the director nominees is warranted.
Masimo Corporation	MASI	USA	26/05/2022	Elect Director	Elect Director Craig Reynolds	For	For	A vote FOR the director nominees is warranted.
Masimo Corporation	MASI	USA	26/05/2022	Ratify Auditors	Ratify Grant Thornton LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Masimo Corporation	MASI	USA	26/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted given that the company recently modified a NEO agreement without removing the entitlement to a problematic modified single-trigger cash severance.
Maxar Technologies Inc.	MAXR	USA	11/05/2022	Elect Director	Elect Director Howell M. Estes, III	For	For	A vote FOR the director nominees is warranted.
Maxar Technologies Inc.	MAXR	USA	11/05/2022	Elect Director	Elect Director Nick S. Cyprus	For	For	A vote FOR the director nominees is warranted.
Maxar Technologies Inc.	MAXR	USA	11/05/2022	Elect Director	Elect Director Roxanne J. Decyk	For	For	A vote FOR the director nominees is warranted.
Maxar Technologies Inc.	MAXR	USA	11/05/2022	Elect Director	Elect Director Joanne O. Isham	For	For	A vote FOR the director nominees is warranted.
Maxar Technologies Inc.	MAXR	USA	11/05/2022	Elect Director	Elect Director Daniel L. Jablonsky	For	For	A vote FOR the director nominees is warranted.
Maxar Technologies Inc.	MAXR	USA	11/05/2022	Elect Director	Elect Director C. Robert Kehler	For	For	A vote FOR the director nominees is warranted.
Maxar Technologies Inc.	MAXR	USA	11/05/2022	Elect Director	Elect Director Gilman Louie	For	For	A vote FOR the director nominees is warranted.
Maxar Technologies Inc.	MAXR	USA	11/05/2022	Elect Director	Elect Director L. Roger Mason, Jr.	For	For	A vote FOR the director nominees is warranted.
Maxar Technologies Inc.	MAXR	USA	11/05/2022	Elect Director	Elect Director Heather A. Wilson	For	For	A vote FOR the director nominees is warranted.
Maxar Technologies Inc.	MAXR	USA	11/05/2022	Elect Director	Elect Director Eric J. Zahler	For	For	A vote FOR the director nominees is warranted.
Maxar Technologies Inc.	MAXR	USA	11/05/2022	Elect Director	Elect Director Eddy Zervigon	For	For	A vote FOR the director nominees is warranted.
Maxar Technologies Inc.	MAXR	USA	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Maxar Technologies Inc.	MAXR	USA	11/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
McDonald's Corporation	MCD	USA	26/05/2022	Elect Director (Management)	Elect Director Lloyd Dean	For	For	WITHHOLD votes are warranted for Sustainability and Corporate Responsibility Committee members Sheila Penrose and Richard Lenny in light of the issues presented and the apparent room for improvement in the company's ESG efforts and communication as a signal that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.
McDonald's Corporation	MCD	USA	26/05/2022	Elect Director (Management)	Elect Director John Rogers, Jr.	For	For	WITHHOLD votes are warranted for Sustainability and Corporate Responsibility Committee members Sheila Penrose and Richard Lenny in light of the issues presented and the apparent room for improvement in the company's ESG efforts and communication as a signal that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.
McDonald's Corporation	MCD	USA	26/05/2022	Elect Director (Management)	Elect Director Paul Walsh	For	For	WITHHOLD votes are warranted for Sustainability and Corporate Responsibility Committee members Sheila Penrose and Richard Lenny in light of the issues presented and the apparent room for improvement in the company's ESG efforts and communication as a signal that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.
McDonald's Corporation	MCD	USA	26/05/2022	Elect Director (Management)	Elect Director Miles White	For	For	WITHHOLD votes are warranted for Sustainability and Corporate Responsibility Committee members Sheila Penrose and Richard Lenny in light of the issues presented and the apparent room for improvement in the company's ESG efforts and communication as a signal that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.
McDonald's Corporation	MCD	USA	26/05/2022	Elect Director (Management)	Elect Director Robert Eckert	For	For	WITHHOLD votes are warranted for Sustainability and Corporate Responsibility Committee members Sheila Penrose and Richard Lenny in light of the issues presented and the apparent room for improvement in the company's ESG efforts and communication as a signal that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.
McDonald's Corporation	MCD	USA	26/05/2022	Elect Director (Management)	Elect Director Catherine Engelbert	For	For	WITHHOLD votes are warranted for Sustainability and Corporate Responsibility Committee members Sheila Penrose and Richard Lenny in light of the issues presented and the apparent room for improvement in the company's ESG efforts and communication as a signal that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.
McDonald's Corporation	MCD	USA	26/05/2022	Elect Director (Management)	Elect Director Margaret Georgiadis	For	For	WITHHOLD votes are warranted for Sustainability and Corporate Responsibility Committee members Sheila Penrose and Richard Lenny in light of the issues presented and the apparent room for improvement in the company's ESG efforts and communication as a signal that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.
McDonald's Corporation	MCD	USA	26/05/2022	Elect Director (Management)	Elect Director Enrique Hernandez, Jr.	For	For	WITHHOLD votes are warranted for Sustainability and Corporate Responsibility Committee members Sheila Penrose and Richard Lenny in light of the issues presented and the apparent room for improvement in the company's ESG efforts and communication as a signal that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.
McDonald's Corporation	MCD	USA	26/05/2022	Elect Director (Management)	Elect Director Christopher Kempczinski	For	For	WITHHOLD votes are warranted for Sustainability and Corporate Responsibility Committee members Sheila Penrose and Richard Lenny in light of the issues presented and the apparent room for improvement in the company's ESG efforts and communication as a signal that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.
McDonald's Corporation	MCD	USA	26/05/2022	Elect Director (Management)	Elect Director Richard Lenny	Withhold	Withhold	WITHHOLD votes are warranted for Sustainability and Corporate Responsibility Committee members Sheila Penrose and Richard Lenny in light of the issues presented and the apparent room for improvement in the company's ESG efforts and communication as a signal that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.
McDonald's Corporation	MCD	USA	26/05/2022	Elect Director (Management)	Elect Director John Mulligan	For	For	WITHHOLD votes are warranted for Sustainability and Corporate Responsibility Committee members Sheila Penrose and Richard Lenny in light of the issues presented and the apparent room for improvement in the company's ESG efforts and communication as a signal that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.
McDonald's Corporation	MCD	USA	26/05/2022	Elect Director (Management)	Elect Director Sheila Penrose	Withhold	Withhold	WITHHOLD votes are warranted for Sustainability and Corporate Responsibility Committee members Sheila Penrose and Richard Lenny in light of the issues presented and the apparent room for improvement in the company's ESG efforts and communication as a signal that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.
McDonald's Corporation	MCD	USA	26/05/2022	Political Contributions Disclosure	Issue Transparency Report on Global Public Policy and Political Influence	For	For	A vote FOR this proposal is warranted as transparency on corporate political activities benefits shareholders, enabling them to assess how a company is managing related risks.
McDonald's Corporation	MCD	USA	26/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR the proposal is warranted, as CEO pay and company performance are reasonably aligned and no problematic practices have been identified. Annual incentives and the majority of long-term incentives are sufficiently tied to objective performance goals, and payouts are consistent with recent performance.
McDonald's Corporation	MCD	USA	26/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.

McDonald's Corporation	MCD	USA	26/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as it would further enhance the existing shareholder right to call special meetings.
McDonald's Corporation	MCD	USA	26/05/2022	Recycling	Report on Efforts to Reduce Plastic Use	For	For	A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company intends to reduce plastic in its business.
McDonald's Corporation	MCD	USA	26/05/2022	Product Toxicity and Safety	Report on Public Health Costs of Antibiotic Use and Impact on Diversified Shareholders	For	For	A vote FOR this proposal is warranted for the following reasons: * Additional disclosure would benefit shareholders by increasing transparency regarding the company's efforts to address the risks related to the use of antibiotics; * Disclosure of the requested information would serve to provide greater assurance to shareholders that the firm's initiatives and practices sufficiently guard against potential financial, litigation and operational risks to the firm; and * Implementing the proposal should not be an unduly burdensome or prohibitively costly endeavor for the company to undertake.
McDonald's Corporation	MCD	USA	26/05/2022	Animal Welfare	Report on Use of Gestation Stalls in Pork Supply Chain	Against	Against	A vote AGAINST this resolution is warranted because the company appears to be adequately communicating policies and goals regarding its animal welfare standards and practices.
McDonald's Corporation	MCD	USA	26/05/2022	Racial Equity and/or Civil Rights Audit	Report on Third-Party Civil Rights Audit	For	For	A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of McDonald's efforts to address the issue of any inequality in its workforce and its management of related risks.
McDonald's Corporation	MCD	USA	26/05/2022	Political Lobbying Disclosure	Report on Lobbying Payments and Policy	For	For	A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.
Microchip Technology Incorporated	MCHP	USA	24/08/2021	Elect Director	Elect Director Matthew W. Chapman	For	For	A vote FOR the director nominee is warranted.
Microchip Technology Incorporated	MCHP	USA	24/08/2021	Elect Director	Elect Director Esther L. Johnson	For	For	A vote FOR the director nominee is warranted.
Microchip Technology Incorporated	MCHP	USA	24/08/2021	Elect Director	Elect Director Karlton D. Johnson	For	For	A vote FOR the director nominee is warranted.
Microchip Technology Incorporated	MCHP	USA	24/08/2021	Elect Director	Elect Director Wade F. Meyercord	For	For	A vote FOR the director nominee is warranted.
Microchip Technology Incorporated	MCHP	USA	24/08/2021	Elect Director	Elect Director Ganesh Moorthy	For	For	A vote FOR the director nominee is warranted.
Microchip Technology Incorporated	MCHP	USA	24/08/2021	Elect Director	Elect Director Karen M. Rapp	For	For	A vote FOR the director nominee is warranted.
Microchip Technology Incorporated	MCHP	USA	24/08/2021	Elect Director	Elect Director Steve Sanghi	For	For	A vote FOR the director nominee is warranted.
Microchip Technology Incorporated	MCHP	USA	24/08/2021	Increase Authorized Common Stock	Increase Authorized Common Stock	For	For	A vote FOR this proposal is warranted, as the increase is within allowable limits when adjusted for the upcoming two-for-one forward stock split.
Microchip Technology Incorporated	MCHP	USA	24/08/2021	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Microchip Technology Incorporated	MCHP	USA	24/08/2021	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Microchip Technology Incorporated	MCHP	USA	24/08/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives were earned based on pre-set objectives measured quarterly. Half of long-term equity incentives are comprised of performance-based shares measured over a multi-year period. The company plans expand the performance measurement period from two to three years for future awards.
Moody's Corporation	MCO	USA	26/04/2022	Elect Director	Elect Director Jorge A. Bermudez	For	For	A vote FOR the director nominee is warranted.
Moody's Corporation	MCO	USA	26/04/2022	Elect Director	Elect Director Therese Esperdy	For	For	A vote FOR the director nominee is warranted.
Moody's Corporation	MCO	USA	26/04/2022	Elect Director	Elect Director Robert Fauber	For	For	A vote FOR the director nominee is warranted.
Moody's Corporation	MCO	USA	26/04/2022	Elect Director	Elect Director Vincent A. Forlenza	For	For	A vote FOR the director nominee is warranted.
Moody's Corporation	MCO	USA	26/04/2022	Elect Director	Elect Director Kathryn M. Hill	For	For	A vote FOR the director nominee is warranted.
Moody's Corporation	MCO	USA	26/04/2022	Elect Director	Elect Director Lloyd W. Howell, Jr.	For	For	A vote FOR the director nominee is warranted.
Moody's Corporation	MCO	USA	26/04/2022	Elect Director	Elect Director Raymond W. McDaniel, Jr.	For	For	A vote FOR the director nominee is warranted.
Moody's Corporation	MCO	USA	26/04/2022	Elect Director	Elect Director Leslie F. Seidman	For	For	A vote FOR the director nominee is warranted.
Moody's Corporation	MCO	USA	26/04/2022	Elect Director	Elect Director Zig Serafin	For	For	A vote FOR the director nominee is warranted.
Moody's Corporation	MCO	USA	26/04/2022	Elect Director	Elect Director Bruce Van Saun	For	For	A vote FOR the director nominee is warranted.
Moody's Corporation	MCO	USA	26/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Moody's Corporation	MCO	USA	26/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. The majority of pay remains conditioned on objective financial performance metrics, resulting in an alignment between CEO pay and company performance.
Mondelez International, Inc.	MDLZ	USA	18/05/2022	Elect Director	Elect Director Lewis W. K. Booth	For	For	A vote FOR the director nominee is warranted.
Mondelez International, Inc.	MDLZ	USA	18/05/2022	Elect Director	Elect Director Charles E. Bunch	For	For	A vote FOR the director nominee is warranted.
Mondelez International, Inc.	MDLZ	USA	18/05/2022	Elect Director	Elect Director Ertharin Cousin	For	For	A vote FOR the director nominee is warranted.
Mondelez International, Inc.	MDLZ	USA	18/05/2022	Elect Director	Elect Director Lois D. Juliber	For	For	A vote FOR the director nominee is warranted.
Mondelez International, Inc.	MDLZ	USA	18/05/2022	Elect Director	Elect Director Jorge S. Mesquita	For	For	A vote FOR the director nominee is warranted.
Mondelez International, Inc.	MDLZ	USA	18/05/2022	Elect Director	Elect Director Jane Hamilton Nielsen	For	For	A vote FOR the director nominee is warranted.
Mondelez International, Inc.	MDLZ	USA	18/05/2022	Elect Director	Elect Director Christiana S. Shi	For	For	A vote FOR the director nominee is warranted.
Mondelez International, Inc.	MDLZ	USA	18/05/2022	Elect Director	Elect Director Patrick T. Siewert	For	For	A vote FOR the director nominee is warranted.
Mondelez International, Inc.	MDLZ	USA	18/05/2022	Elect Director	Elect Director Michael A. Todman	For	For	A vote FOR the director nominee is warranted.
Mondelez International, Inc.	MDLZ	USA	18/05/2022	Elect Director	Elect Director Dirk Van de Put	For	For	A vote FOR the director nominee is warranted.
Mondelez International, Inc.	MDLZ	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay is conditioned on clearly disclosed objective performance metrics and the relative TSR metric underlying the PSU awards targets above-median performance.
Mondelez International, Inc.	MDLZ	USA	18/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Mondelez International, Inc.	MDLZ	USA	18/05/2022	Racial Equity and/or Civil Rights Audit	Oversee and Report on a Racial Equity Audit	For	For	A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Mondelez's efforts to address the adverse impacts of its business on non-white stakeholders and communities of color and its management of related risks.
Mondelez International, Inc.	MDLZ	USA	18/05/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
MercadoLibre, Inc.	MELI	USA	8/06/2022	Elect Director	Elect Director Richard Sanders	For	For	A vote FOR the director nominee is warranted.
MercadoLibre, Inc.	MELI	USA	8/06/2022	Elect Director	Elect Director Emiliano Calenzuk	For	For	A vote FOR the director nominee is warranted.
MercadoLibre, Inc.	MELI	USA	8/06/2022	Elect Director	Elect Director Marcos Galperin	For	For	A vote FOR the director nominee is warranted.
MercadoLibre, Inc.	MELI	USA	8/06/2022	Elect Director	Elect Director Andrea Mayumi Petroni Merhy	For	For	A vote FOR the director nominee is warranted.
MercadoLibre, Inc.	MELI	USA	8/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
MercadoLibre, Inc.	MELI	USA	8/06/2022	Ratify Auditors	Ratify Pistrilli, Henry Martin y Asociados S.R.L. as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
MetLife, Inc.	MET	USA	21/06/2022	Elect Director	Elect Director Cheryl W. Grise	For	For	A vote FOR the director nominee is warranted.
MetLife, Inc.	MET	USA	21/06/2022	Elect Director	Elect Director Carlos M. Gutierrez	For	For	A vote FOR the director nominee is warranted.
MetLife, Inc.	MET	USA	21/06/2022	Elect Director	Elect Director Carla A. Harris	For	For	A vote FOR the director nominee is warranted.
MetLife, Inc.	MET	USA	21/06/2022	Elect Director	Elect Director Gerald L. Hassell	For	For	A vote FOR the director nominee is warranted.
MetLife, Inc.	MET	USA	21/06/2022	Elect Director	Elect Director David L. Herzog	For	For	A vote FOR the director nominee is warranted.
MetLife, Inc.	MET	USA	21/06/2022	Elect Director	Elect Director R. Glenn Hubbard	For	For	A vote FOR the director nominee is warranted.
MetLife, Inc.	MET	USA	21/06/2022	Elect Director	Elect Director Edward J. Kelly, III	For	For	A vote FOR the director nominee is warranted.
MetLife, Inc.	MET	USA	21/06/2022	Elect Director	Elect Director William E. Kennard	For	For	A vote FOR the director nominee is warranted.
MetLife, Inc.	MET	USA	21/06/2022	Elect Director	Elect Director Michel A. Khalaf	For	For	A vote FOR the director nominee is warranted.
MetLife, Inc.	MET	USA	21/06/2022	Elect Director	Elect Director Catherine R. Kinney	For	For	A vote FOR the director nominee is warranted.
MetLife, Inc.	MET	USA	21/06/2022	Elect Director	Elect Director Diana L. McKenzie	For	For	A vote FOR the director nominee is warranted.
MetLife, Inc.	MET	USA	21/06/2022	Elect Director	Elect Director Denise M. Morrison	For	For	A vote FOR the director nominee is warranted.
MetLife, Inc.	MET	USA	21/06/2022	Elect Director	Elect Director Mark A. Weinberger	For	For	A vote FOR the director nominee is warranted.
MetLife, Inc.	MET	USA	21/06/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
MetLife, Inc.	MET	USA	21/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Annual incentives were based on pre-set financial goals and individual performance assessments. A majority of long-term incentives took the form of performance shares utilizing a multi-year performance period.
Magellan Financial Group Limited	MFG	Australia	21/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted. No material misalignment between pay and performance and shareholder outcomes has been identified by the Pay for Performance analysis. Concerns are noted for the following: * The high level of fixed remuneration for the Executive Chairman and the CEO; * Executive Chairman's variable award is based on the company's underlying investment fund performance which may not necessarily align with shareholder outcomes such as total shareholder return, and * Poor and absent disclosure of specific and quantified targets in the STI for the CEO and other KMP.
Magellan Financial Group Limited	MFG	Australia	21/10/2021	Elect Director	Elect Hamish Macquarie Douglass as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.
Magellan Financial Group Limited	MFG	Australia	21/10/2021	Elect Director	Elect Colette Mary Garnsey as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.

Magellan Financial Group Limited	MFG	Australia	21/10/2021	Approve Share Plan Grant	Approve Issuance of Plan Shares to Colette Mary Garnsey	For	For	A qualified vote FOR the resolutions to issue shares and provide an associated benefit to the director is warranted. These items are the same as proposed by the Company in prior years to other directors with the stated intention of aligning the interests of directors with shareholders. Some shareholders may be concerned that there is nil interest charged in the loan provided to the director. Unlike other schemes which shareholders may have seen, the loan is full recourse to the director. There is no concern for margin call since the company makes the loan. Accordingly, given ownership of the shares and full recourse financing provided by the company to the director, this is designed to align the director's interests with shareholders.
Magellan Financial Group Limited	MFG	Australia	21/10/2021	Approve Share Plan Grant	Approve Issuance of Related Party Benefit to Colette Mary Garnsey	For	For	A qualified vote FOR the resolutions to issue shares and provide an associated benefit to the director is warranted. These items are the same as proposed by the Company in prior years to other directors with the stated intention of aligning the interests of directors with shareholders. Some shareholders will be concerned that there is nil interest charged in the loan provided to the director. Unlike other schemes which shareholders may have seen, the loan is full recourse to the director. There is no concern for margin call since the company makes the loan. Accordingly, given ownership of the shares and full recourse financing provided by the company to the director, this is designed to align the director's interests with shareholders.
Meggitt Plc	MGGT	United Kingdom	29/06/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Meggitt Plc	MGGT	United Kingdom	29/06/2022	Elect Director	Re-elect Guy Hachey as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Sir Anthony Rudd are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Meggitt Plc	MGGT	United Kingdom	29/06/2022	Elect Director	Re-elect Caroline Silver as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Sir Anthony Rudd are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Meggitt Plc	MGGT	United Kingdom	29/06/2022	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Meggitt Plc	MGGT	United Kingdom	29/06/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Meggitt Plc	MGGT	United Kingdom	29/06/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Meggitt Plc	MGGT	United Kingdom	29/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Meggitt Plc	MGGT	United Kingdom	29/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Meggitt Plc	MGGT	United Kingdom	29/06/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Meggitt Plc	MGGT	United Kingdom	29/06/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Meggitt Plc	MGGT	United Kingdom	29/06/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Meggitt Plc	MGGT	United Kingdom	29/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted, although it is not without concerns on account of: * Pension contributions are not aligned to the workforce. * On the annual bonus, financial targets were significantly reduced from last year and there is scope for more detail on the non-financial targets which comprise one-third of the annual bonus. The main reasons for support are: * There is no clear disconnect between pay and performance. Bonuses were met at 46.7% of the maximum. * No further material concerns have been identified.
Meggitt Plc	MGGT	United Kingdom	29/06/2022	Elect Director	Re-elect Sir Nigel Rudd as Director	Against	Against	Votes AGAINST incumbent Nominating Committee chair Sir Anthony Rudd are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Meggitt Plc	MGGT	United Kingdom	29/06/2022	Elect Director	Re-elect Tony Wood as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Sir Anthony Rudd are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Meggitt Plc	MGGT	United Kingdom	29/06/2022	Elect Director	Re-elect Guy Berruyer as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Sir Anthony Rudd are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Meggitt Plc	MGGT	United Kingdom	29/06/2022	Elect Director	Re-elect Louisa Burdett as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Sir Anthony Rudd are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Meggitt Plc	MGGT	United Kingdom	29/06/2022	Elect Director	Re-elect Colin Day as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Sir Anthony Rudd are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Meggitt Plc	MGGT	United Kingdom	29/06/2022	Elect Director	Re-elect Nancy Gioia as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Sir Anthony Rudd are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Meggitt Plc	MGGT	United Kingdom	29/06/2022	Elect Director	Re-elect Alison Goughier as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Sir Anthony Rudd are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
MGM Resorts International	MGM	USA	4/05/2022	Elect Director	Elect Director Barry Diller	For	For	A vote AGAINST Joseph (Joey) Levin is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
MGM Resorts International	MGM	USA	4/05/2022	Elect Director	Elect Director Alexis M. Herman	For	For	A vote AGAINST Joseph (Joey) Levin is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
MGM Resorts International	MGM	USA	4/05/2022	Elect Director	Elect Director William J. Hornbuckle	For	For	A vote AGAINST Joseph (Joey) Levin is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
MGM Resorts International	MGM	USA	4/05/2022	Elect Director	Elect Director Mary Chris Jammet	For	For	A vote AGAINST Joseph (Joey) Levin is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
MGM Resorts International	MGM	USA	4/05/2022	Elect Director	Elect Director Joey Levin	Against	Against	A vote AGAINST Joseph (Joey) Levin is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
MGM Resorts International	MGM	USA	4/05/2022	Elect Director	Elect Director Rose McKinney-James	For	For	A vote AGAINST Joseph (Joey) Levin is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
MGM Resorts International	MGM	USA	4/05/2022	Elect Director	Elect Director Keith A. Meister	For	For	A vote AGAINST Joseph (Joey) Levin is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
MGM Resorts International	MGM	USA	4/05/2022	Elect Director	Elect Director Paul Salem	For	For	A vote AGAINST Joseph (Joey) Levin is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
MGM Resorts International	MGM	USA	4/05/2022	Elect Director	Elect Director Gregory M. Spierkel	For	For	A vote AGAINST Joseph (Joey) Levin is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
MGM Resorts International	MGM	USA	4/05/2022	Elect Director	Elect Director Jan G. Swartz	For	For	A vote AGAINST Joseph (Joey) Levin is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
MGM Resorts International	MGM	USA	4/05/2022	Elect Director	Elect Director Daniel J. Taylor	For	For	A vote AGAINST Joseph (Joey) Levin is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
MGM Resorts International	MGM	USA	4/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
MGM Resorts International	MGM	USA	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. While concerns were noted regarding the largely discretionary annual incentive plan, the proxy states that the 2022 annual incentive awards will be based primarily on an adjusted EBITDAR metric.
MGM Resorts International	MGM	USA	4/05/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Mirvac Group	MGR	Australia	16/11/2021	Elect Director	Elect John Mulcahy as Director	For	For	A qualified vote FOR the re-election of John Mulcahy (Item 2.1) and James Millar (Item 2.2) since they are non-independent directors serving on certain key board committees that are not fully independent, namely the Audit, Risk and Compliance Committee (only 60-percent independent), Nomination Committee (only 50-percent independent) and Human Resources Committee (only 75-percent), Mr Mulcahy, the board chair, serves as a member of all three key board committees, while Mr Millar serves as a member of the Audit, Risk & Compliance and Nomination committees. However, the board is majority independent and no other governance concerns have been identified regarding their nomination at this time. Both directors are classified as non-independent under Sustainability Advisory Services Australian Policy due to excessive board tenure (>12 years).
Mirvac Group	MGR	Australia	16/11/2021	Elect Director	Elect James M. Millar as Director	For	For	A qualified vote FOR the re-election of John Mulcahy (Item 2.1) and James Millar (Item 2.2) since they are non-independent directors serving on certain key board committees that are not fully independent, namely the Audit, Risk and Compliance Committee (only 60-percent independent), Nomination Committee (only 50-percent independent) and Human Resources Committee (only 75-percent), Mr Mulcahy, the board chair, serves as a member of all three key board committees, while Mr Millar serves as a member of the Audit, Risk & Compliance and Nomination committees. However, the board is majority independent and no other governance concerns have been identified regarding their nomination at this time. Both directors are classified as non-independent under Sustainability Advisory Services Australian Policy due to excessive board tenure (>12 years).
Mirvac Group	MGR	Australia	16/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted as there is no material misalignment between pay and performance has been observed. Other aspects of the company's remuneration structure are shown below: "The overall remuneration structure is in line with market practice;" Fixed remuneration of most executive KMP and director fees did not increase;" The remuneration of the CEO is not excessive relative to peers;" The STI plan has an appropriate funding pool and gateway measure; and" STI and LTI award outcomes are aligned with the company's performance. Shareholder concerns include: "There is insufficient disclosure of STI financial hurdles which is inconsistent with market practice;" The performance period for performance rights is considered a little short for an LTI grant; and" Performance rights are allocated using a discounted face value considering dividends and distributions during the performance period. This practice is not in line with market and results in a higher number of rights being issued.
Mirvac Group	MGR	Australia	16/11/2021	Approve Share Plan Grant	Approve the Participation of Susan Lloyd-Hurwitz in the Mirvac Group Long Term Performance Plan	For	For	A vote FOR this resolution is warranted on the basis that this grant is sufficiently aligned with improved investor interests and consistent with market practice. Further, the three-year performance period and ROIC and relative TSR performance measures are generally aligned with long term investors. Nevertheless, securityholders may have concerns regarding: "Whether the ROIC hurdles are sufficiently demanding; and" The practice of reducing the grant value per share based on estimated value of dividends and distributions over the performance period.
Mohawk Industries, Inc.	MHK	USA	19/05/2022	Elect Director	Elect Director Joseph A. Onorato	For	For	A vote FOR the director nominees is warranted.
Mohawk Industries, Inc.	MHK	USA	19/05/2022	Elect Director	Elect Director William H. Runge, III	For	For	A vote FOR the director nominees is warranted.
Mohawk Industries, Inc.	MHK	USA	19/05/2022	Elect Director	Elect Director W. Christopher Wellborn	For	For	A vote FOR the director nominees is warranted.

Mohawk Industries, Inc.	MHK	USA	19/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Mohawk Industries, Inc.	MHK	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. Discretionary awards were again provided to NEOs when incentive program threshold goals were not achieved. Such actions circumvent true pay for performance outcomes. While these concerns were sufficiently mitigated for the year in review given that overall pay remained well below peers, continued monitoring of pay outcomes is warranted.
Mimecast Limited	MIME	Jersey	6/10/2021	Elect Director	Elect Director Peter Bauer	For	For	A vote FOR the director nominees is warranted.
Mimecast Limited	MIME	Jersey	6/10/2021	Elect Director	Elect Director Hagl Schwartz	For	For	A vote FOR the director nominees is warranted.
Mimecast Limited	MIME	Jersey	6/10/2021	Elect Director	Elect Director Helene Aurioi Potier	For	For	A vote FOR the director nominees is warranted.
Mimecast Limited	MIME	Jersey	6/10/2021	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Mimecast Limited	MIME	Jersey	6/10/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorize Board to Fix Remuneration of Auditors	For	For	A vote FOR this resolution is warranted because this is a routine item and no corporate governance concerns have been identified.
Mimecast Limited	MIME	Jersey	6/10/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR this proposal is warranted
Mimecast Limited	MIME	Jersey	6/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Mimecast Limited	MIME	Jersey	6/10/2021	Approve Scheme of Arrangement	Approve Scheme of Arrangement	For	For	A vote FOR this proposal is warranted in light of the reasonably thorough review of strategic alternatives and the certainty and premium implied by the all-cash offer. In addition, there is potential downside risk of non-approval given Mimecast's shares outperformance relative to peers.
Mimecast Limited	MIME	Jersey	6/10/2021	Approve Merger Agreement	Approve Scheme of Arrangement	For	For	A vote FOR this proposal is warranted in light of the reasonably thorough review of strategic alternatives and the certainty and premium implied by the all-cash offer. In addition, there is potential downside risk of non-approval given Mimecast's shares outperformance relative to peers.
Mimecast Limited	MIME	Jersey	6/10/2021	Advisory Vote on Golden Parachutes	Advisory Vote on Golden Parachutes	For	For	A vote FOR this proposal is warranted. Although half of all equity awards will be subject to accelerated vesting at the time of the merger, cash severance is only payable upon a qualifying termination and is reasonably based, and no NEOs are eligible for excise tax gross-ups.
Mineral Resources Limited	MIN	Australia	18/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted. No material misalignment between pay and performance and shareholder outcomes has been identified for the reporting period. FY21 results and shareholder returns are aligned with higher STI bonuses and LTI vesting reflects the strong shareholder returns and improved results over the shorter and longer term. Shareholder concerns in regard to the company's remuneration practices include: " Absent disclosure of STI target measures to provide shareholders with sufficient transparency to evaluation targets and alignment with performance, bonuses and shareholder expectations." A high weighting to non-financial measures in the STI represents a high component to bonuses for the "day job." The LTI ROIC target range of 12 to 18 percent lacks rigor given much higher reported ROIC in recent years," Awarding additional remuneration to KMP executives for their role on subsidiary/joint venture boards is not in line with market practice." Continued absence of an LTI resolution to allow shareholders to consider and approve the current year LTI grant." Dividends on unvested shares awarded on rights that vest in respect of dividends paid in the performance period.
Mineral Resources Limited	MIN	Australia	18/11/2021	Elect Director	Elect Kelvin Flynn as Director	For	For	A vote FOR all nominees is warranted as no corporate governance concerns have been identified.
Mineral Resources Limited	MIN	Australia	18/11/2021	Elect Director	Elect Xi Xi as Director	For	For	A vote FOR all nominees is warranted as no corporate governance concerns have been identified.
Mineral Resources Limited	MIN	Australia	18/11/2021	Approve Share Plan Grant	Approve Grant of LTI Share Rights to Chris Ellison	For	For	A qualified vote FOR the grant of LTI share rights to the Managing Director is warranted. The structure of the grant is aligned with shareholder interests in that* the quantum of this FY21 grant made in July 2020 was consistent with peers,* there is a 12 percent to 18 percent ROIC target range,* a four year performance period,* the number of rights allocated is based on face value 5-day VWAP up to 20 June 2020) and not discounted a fair value, and* cliff vesting (all-or-nothing) and re-testing provisions have been removed.The qualification is to highlight that this resolution is materially inconsistent with shareholder expectations and market practice.* Given this is the first time this company has attempted to address prior year corporate governance concerns for an absence of an LTI resolution, the company is still not providing the terms of a FY22 LTI grant for approval, as seen in the overwhelming majority of ASX300 companies.* Instead, the company appears to be proposing to shareholders the FY21 LTI grant which has already been made and discussed in the FY21 remuneration report. This does not meet the minimum expectations in this market for the terms of the new LTI grant to be presented to shareholders for approval (for example, in this AGM, this would be the FY22 LTI grant with a 4 year performance period likely to end in July or August 2025). As a final matter of concern regarding the FY21 LTI grant, corporate governance concerns are noted for the following: "the rigor of ROIC target range of 12 percent to 18 percent given disclosure of ROIC of 29.1 percent over the last four years, and" the availability of dividends on unvested shares, give this company adds dividends paid on shares for rights that ultimately vest – given there is no present entitlement to the shares or dividends during the performance period, some shareholders may regard this as a contrivance.
Mineral Resources Limited	MIN	Australia	18/11/2021	Adopt New Articles of Association/Charter	Adopt New Constitution	For	For	A vote FOR the repeal of the company's existing constitution in its entirety and adoption of the new constitution is warranted. This is a bundled resolution that includes a number of administrative, governance and legislative amendments.The new constitution includes proportional takeover provisions which warrant support on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
MarketAxess Holdings Inc.	MKTX	USA	8/06/2022	Elect Director	Elect Director Richard M. McVey	For	For	A vote FOR the director nominees is warranted.
MarketAxess Holdings Inc.	MKTX	USA	8/06/2022	Elect Director	Elect Director Nancy Altobello	For	For	A vote FOR the director nominees is warranted.
MarketAxess Holdings Inc.	MKTX	USA	8/06/2022	Elect Director	Elect Director Steven L. Begleiter	For	For	A vote FOR the director nominees is warranted.
MarketAxess Holdings Inc.	MKTX	USA	8/06/2022	Elect Director	Elect Director Stephen P. Casper	For	For	A vote FOR the director nominees is warranted.
MarketAxess Holdings Inc.	MKTX	USA	8/06/2022	Elect Director	Elect Director Jane Chwick	For	For	A vote FOR the director nominees is warranted.
MarketAxess Holdings Inc.	MKTX	USA	8/06/2022	Elect Director	Elect Director Christopher R. Concannon	For	For	A vote FOR the director nominees is warranted.
MarketAxess Holdings Inc.	MKTX	USA	8/06/2022	Elect Director	Elect Director William F. Cruger	For	For	A vote FOR the director nominees is warranted.
MarketAxess Holdings Inc.	MKTX	USA	8/06/2022	Elect Director	Elect Director Courtney Gibson	For	For	A vote FOR the director nominees is warranted.
MarketAxess Holdings Inc.	MKTX	USA	8/06/2022	Elect Director	Elect Director Justin G. Gmelich	For	For	A vote FOR the director nominees is warranted.
MarketAxess Holdings Inc.	MKTX	USA	8/06/2022	Elect Director	Elect Director Richard G. Ketchum	For	For	A vote FOR the director nominees is warranted.
MarketAxess Holdings Inc.	MKTX	USA	8/06/2022	Elect Director	Elect Director Xiaojia Charles Li	For	For	A vote FOR the director nominees is warranted.
MarketAxess Holdings Inc.	MKTX	USA	8/06/2022	Elect Director	Elect Director Emily H. Portney	For	For	A vote FOR the director nominees is warranted.
MarketAxess Holdings Inc.	MKTX	USA	8/06/2022	Elect Director	Elect Director Richard L. Prager	For	For	A vote FOR the director nominees is warranted.
MarketAxess Holdings Inc.	MKTX	USA	8/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
MarketAxess Holdings Inc.	MKTX	USA	8/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although a concern is noted, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.
MarketAxess Holdings Inc.	MKTX	USA	8/06/2022	Approve Qualified Employee Stock Purchase Plan	Approve Qualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted given that: " The purchase price is reasonable; * The number of shares reserved is reasonable; and * The offering period is within the limits prescribed by the Section 423 of the Internal Revenue Code.
MACA Limited	MLD	Australia	9/07/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Placement Shares to Professional and Sophisticated Investors	For	For	A qualified vote FOR this resolution is warranted. No material corporate governance concerns are identified with the rationale for the issuance. However, there was a high 14.04 percent dilutive impact and large discount of 10.8 percent.
MACA Limited	MLD	Australia	9/07/2021	Adopt New Articles of Association/Charter	Approve Replacement of Constitution	For	For	A vote FOR this resolution is warranted as no material issues have been identified.
MACA Limited	MLD	Australia	9/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted as pay and performance continue to be reasonably aligned. Salaries are generally in line with peers and there was no STI payout in FY20.However, shareholders should be concerned with the following: "The low level of disclosure of the STI performance hurdles and targets;" The attribution of 40 percent of the total STI to financial performance measures is considered low;" The use of safety, which represents 30 percent of the STI, as an incentive rather than an obligation; and" The absence of a secondary performance metric under the LTI program.
MACA Limited	MLD	Australia	9/07/2021	Elect Director	Elect Nicholas Marinelli as Director	For	For	A vote FOR the election/re-election of independent non-executive directors Nicholas Marinelli (Item 2) and David Flanagan (Item 3) are warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.Votes AGAINST incumbent nominee Robert Ryan (Item 4) are warranted for lack of gender diversity on the board.
MACA Limited	MLD	Australia	18/11/2021	Elect Director	Elect David Flanagan as Director	For	For	A vote FOR the election/re-election of independent non-executive directors Nicholas Marinelli (Item 2) and David Flanagan (Item 3) are warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.Votes AGAINST incumbent nominee Robert Ryan (Item 4) are warranted for lack of gender diversity on the board.
MACA Limited	MLD	Australia	18/11/2021	Elect Director	Elect Robert Ryan as Director	Against	Against	A vote FOR the election/re-election of independent non-executive directors Nicholas Marinelli (Item 2) and David Flanagan (Item 3) are warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.Votes AGAINST incumbent nominee Robert Ryan (Item 4) are warranted for lack of gender diversity on the board.
MACA Limited	MLD	Australia	18/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Total Aggregate Remuneration for Non-Executive Directors	For	For	A qualified vote FOR this resolution is warranted given that the current non-executive director fee cap is insufficient if the board seeks to appoint more than one additional director, noting that the board has zero female directors.The qualification is to highlight the proposed increase of 33.3 percent is significant.
MACA Limited	MLD	Australia	18/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Michael Sutton	For	For	A vote FOR the issue of performance rights to Managing Director and CEO Mike Sutton is warranted as the terms and conditions of the LTI grant are not excessive, have a three-year performance period and a single relative TSR hurdles, which align with shareholder outcomes.However, some shareholders may require an additional performance hurdle and disclosure regarding the costing of the award.
Martin Marietta Materials, Inc.	MLM	USA	12/05/2022	Elect Director	Elect Director Dorothy M. Ables	For	For	A vote FOR the director nominees is warranted.
Martin Marietta Materials, Inc.	MLM	USA	12/05/2022	Elect Director	Elect Director Donald W. Slager	For	For	A vote FOR the director nominees is warranted.
Martin Marietta Materials, Inc.	MLM	USA	12/05/2022	Elect Director	Elect Director David C. Wajsgras	For	For	A vote FOR the director nominees is warranted.
Martin Marietta Materials, Inc.	MLM	USA	12/05/2022	Elect Director	Elect Director Sue W. Cole	For	For	A vote FOR the director nominees is warranted.
Martin Marietta Materials, Inc.	MLM	USA	12/05/2022	Elect Director	Elect Director Smith W. Davis	For	For	A vote FOR the director nominees is warranted.
Martin Marietta Materials, Inc.	MLM	USA	12/05/2022	Elect Director	Elect Director Anthony R. Fox	For	For	A vote FOR the director nominees is warranted.
Martin Marietta Materials, Inc.	MLM	USA	12/05/2022	Elect Director	Elect Director John J. Koraleski	For	For	A vote FOR the director nominees is warranted.
Martin Marietta Materials, Inc.	MLM	USA	12/05/2022	Elect Director	Elect Director C. Howard Nye	For	For	A vote FOR the director nominees is warranted.
Martin Marietta Materials, Inc.	MLM	USA	12/05/2022	Elect Director	Elect Director Laree E. Perez	For	For	A vote FOR the director nominees is warranted.
Martin Marietta Materials, Inc.	MLM	USA	12/05/2022	Elect Director	Elect Director Thomas H. Pike	For	For	A vote FOR the director nominees is warranted.
Martin Marietta Materials, Inc.	MLM	USA	12/05/2022	Elect Director	Elect Director Michael J. Quillen	For	For	A vote FOR the director nominees is warranted.
Martin Marietta Materials, Inc.	MLM	USA	12/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Martin Marietta Materials, Inc.	MLM	USA	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.

Marsh & McLennan Companies, Inc.	MMC	USA	19/05/2022	Elect Director	Elect Director Anthony K. Anderson	For	For	A vote FOR the director nominees is warranted.
Marsh & McLennan Companies, Inc.	MMC	USA	19/05/2022	Elect Director	Elect Director Hafize Gaye Erkan	For	For	A vote FOR the director nominees is warranted.
Marsh & McLennan Companies, Inc.	MMC	USA	19/05/2022	Elect Director	Elect Director Oscar Fanjul	For	For	A vote FOR the director nominees is warranted.
Marsh & McLennan Companies, Inc.	MMC	USA	19/05/2022	Elect Director	Elect Director Daniel S. Glaser	For	For	A vote FOR the director nominees is warranted.
Marsh & McLennan Companies, Inc.	MMC	USA	19/05/2022	Elect Director	Elect Director H. Edward Hanrway	For	For	A vote FOR the director nominees is warranted.
Marsh & McLennan Companies, Inc.	MMC	USA	19/05/2022	Elect Director	Elect Director Deborah C. Hopkins	For	For	A vote FOR the director nominees is warranted.
Marsh & McLennan Companies, Inc.	MMC	USA	19/05/2022	Elect Director	Elect Director Tamara Ingram	For	For	A vote FOR the director nominees is warranted.
Marsh & McLennan Companies, Inc.	MMC	USA	19/05/2022	Elect Director	Elect Director Jane H. Lute	For	For	A vote FOR the director nominees is warranted.
Marsh & McLennan Companies, Inc.	MMC	USA	19/05/2022	Elect Director	Elect Director Steven A. Mills	For	For	A vote FOR the director nominees is warranted.
Marsh & McLennan Companies, Inc.	MMC	USA	19/05/2022	Elect Director	Elect Director Bruce P. Nolop	For	For	A vote FOR the director nominees is warranted.
Marsh & McLennan Companies, Inc.	MMC	USA	19/05/2022	Elect Director	Elect Director Morton O. Schapiro	For	For	A vote FOR the director nominees is warranted.
Marsh & McLennan Companies, Inc.	MMC	USA	19/05/2022	Elect Director	Elect Director Lloyd M. Yates	For	For	A vote FOR the director nominees is warranted.
Marsh & McLennan Companies, Inc.	MMC	USA	19/05/2022	Elect Director	Elect Director R. David Yost	For	For	A vote FOR the director nominees is warranted.
Marsh & McLennan Companies, Inc.	MMC	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives were primarily based on pre-set financial goals and half of long-term incentives are performance-based.
Marsh & McLennan Companies, Inc.	MMC	USA	19/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditor	For	For	A vote FOR this proposal to ratify the auditor is warranted.
3M Company	MMM	USA	10/05/2022	Elect Director	Elect Director Thomas "Tony" K. Brown	For	For	A vote FOR the director nominees is warranted.
3M Company	MMM	USA	10/05/2022	Elect Director	Elect Director Pamela J. Craig	For	For	A vote FOR the director nominees is warranted.
3M Company	MMM	USA	10/05/2022	Elect Director	Elect Director David B. Dillon	For	For	A vote FOR the director nominees is warranted.
3M Company	MMM	USA	10/05/2022	Elect Director	Elect Director Michael L. Eskew	For	For	A vote FOR the director nominees is warranted.
3M Company	MMM	USA	10/05/2022	Elect Director	Elect Director James R. Fitterling	For	For	A vote FOR the director nominees is warranted.
3M Company	MMM	USA	10/05/2022	Elect Director	Elect Director Amy E. Hood	For	For	A vote FOR the director nominees is warranted.
3M Company	MMM	USA	10/05/2022	Elect Director	Elect Director Muhtar Kent	For	For	A vote FOR the director nominees is warranted.
3M Company	MMM	USA	10/05/2022	Elect Director	Elect Director Suzan Kereere	For	For	A vote FOR the director nominees is warranted.
3M Company	MMM	USA	10/05/2022	Elect Director	Elect Director Dambisa F. Moyo	For	For	A vote FOR the director nominees is warranted.
3M Company	MMM	USA	10/05/2022	Elect Director	Elect Director Gregory R. Page	For	For	A vote FOR the director nominees is warranted.
3M Company	MMM	USA	10/05/2022	Elect Director	Elect Director Michael F. Roman	For	For	A vote FOR the director nominees is warranted.
3M Company	MMM	USA	10/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
3M Company	MMM	USA	10/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR the proposal is warranted. The annual bonus was largely based on pre-set objective metrics with clearly disclosed performance targets that appear rigorous. In addition, half of the LTI program is in performance-conditioned equity with clearly disclosed forward-looking goals. A prior performance equity grant vested below target, which is largely in line with recent company performance.
3M Company	MMM	USA	10/05/2022	Miscellaneous Proposal - Environmental	Report on Environmental Costs and Impact on Diversified Shareholders	For	For	A vote FOR this proposal is warranted, as additional disclosure on the environmental costs of the company's operations, as well as their effect on the economy and diversified shareholders would enable shareholders to understand and assess how the company is managing related risks.
3M Company	MMM	USA	10/05/2022	Operations in High Risk Countries	Report on Operations in Communist China	Against	Against	A vote AGAINST this proposal is warranted, as the company provides sufficient disclosure related to its policies, processes, and oversight mechanisms related to managing and mitigating risks of its operations and business activities in China.
Marley Spoon AG	MMM	Germany	31/05/2022	Approve Qualified Employee Stock Purchase Plan	Approve Creation of Authorized Capital 2022/III under the Restricted Stock Unit Program 2022/II and the Respective Amendment of Section 3 Paragraph 19 of the Constitution	For	For	A vote FOR the resolutions is warranted. The Restricted Stock Unit program will serve as the company's long-term and short-term incentive program for its non-KMP employees. Investor expectations around vesting periods and performance hurdles for executive incentive grants do not extend to incentive grants to employees generally. Additionally, shareholders will be able to assess any future grant proposed for a director as such will require separate approval. The overall dilutive effect is low (0.38 percent of shares outstanding following the capital increase).
Marley Spoon AG	MMM	Germany	31/05/2022	Amend Executive Share Option Plan	Approve Adjustment of the Authorizations Regarding the Share Option Program 2018, Share Option Program 2019, Share Option Program 2020 and Share Option Program 2021	For	For	A vote FOR the resolution is warranted. There are non-contentious items that will have no effect on shareholders' rights or interests, the company has stated that the changes are being made in line with the proposed capital increase (Item 6).
Marley Spoon AG	MMM	Germany	31/05/2022	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	A vote FOR the resolution is warranted. The company attests that it will only acquire treasury shares of the Company up to the lower of a total of 10 percent of the share capital, and the dilutive effect for existing shareholders is low. The purposes for which the shares will be used are well disclosed and will be used in particular in connection with business combinations or the acquisition of companies.
Marley Spoon AG	MMM	Germany	31/05/2022	Approve Merger Agreement	Approve Joint Merger Plan Between Marley Spoon AG as Acquiring Company and MS Holding AG, Klagenfurt, Austria, as Transferring Company	For	For	A vote FOR this resolution is warranted as there are no material concerns or governance issues identified.
Marley Spoon AG	MMM	Germany	31/05/2022	Elect Director	Elect Deena Robyn Shiff as Director	For	For	A vote FOR all nominees is warranted. No material concerns or governance issues have been identified regarding the re-election of the nominees.
Marley Spoon AG	MMM	Germany	31/05/2022	Elect Director	Elect Roy Perticucci as Director	For	For	A vote FOR all nominees is warranted. No material concerns or governance issues have been identified regarding the re-election of the nominees.
Marley Spoon AG	MMM	Germany	31/05/2022	Elect Director	Elect Kim Elizabeth Winfred Anderson as Director	For	For	A vote FOR all nominees is warranted. No material concerns or governance issues have been identified regarding the re-election of the nominees.
Marley Spoon AG	MMM	Germany	31/05/2022	Elect Director	Elect Robin Low as Director	For	For	A vote FOR all nominees is warranted. No material concerns or governance issues have been identified regarding the re-election of the nominees.
Marley Spoon AG	MMM	Germany	31/05/2022	Approve Executive Share Option Plan	Approve Share Option Program 2022 and Issue of Securities Under that Program	For	For	A qualified vote FOR these resolutions is warranted as the Share Option Program is in accordance with German law. The plan is subject to performance conditions, does not provide for excessive dilution, and an exercise price is based on the market price of the company's shares. The recommendation is qualified to highlight the following features of the Share Option Program 2022 which are not well aligned with Australian market expectations: * The share options will be tested over a one- or two-year performance period only, being short for an LTI grant in Australia. * Although there is a waiting period of 4 years before the options can be exercised, the vesting period of incentive grants under the scheme is not in line with local market standards in Australia, which recommend substantial vesting only after at least three years.
Marley Spoon AG	MMM	Germany	31/05/2022	Approve Stock Option Plan Grants	Approve Grant of Share Options to Fabian Siegel	For	For	A qualified vote FOR this resolution is warranted. The material terms of the grant are in accordance with German law. As an improvement over the prior year, the company has introduced a graduated vesting scale to replace "cliff vesting" (an all or nothing approach). The recommendation is qualified to highlight the following concerns: * The performance period of the options will be tested in two years only, which is short for an LTI grant under Australian market conditions. * Vesting begins at Year 1 which is required under German law, as explained by the company previously during engagement. While this is acknowledged, the overall vesting regime of the option plan is not in line with local Australian market standards, which recommend substantial vesting only after at least three years. * The specific EBITDA and CM targets are not disclosed, which prevents shareholders from fully assessing whether the performance conditions are sufficiently challenging and in shareholder interests. The company states that its performance against the EBITDA and CM targets will be set out in the FY24 remuneration report.
Marley Spoon AG	MMM	Germany	31/05/2022	Approve Restricted Stock Plan	Approve Restricted Stock Unit Program 2022 and Issue of Securities Under that Program	For	For	A vote FOR the resolutions is warranted. The Restricted Stock Unit program will serve as the company's long-term and short-term incentive program for its non-KMP employees. Investor expectations around vesting periods and performance hurdles for executive incentive grants do not extend to incentive grants to employees generally. Additionally, shareholders will be able to assess any future grant proposed for a director as such will require separate approval. The overall dilutive effect is low (0.38 percent of shares outstanding following the capital increase).
Marley Spoon AG	MMM	Germany	31/05/2022	Ratify Past Issuance of Shares	Ratify Past Issuance of Placement CDIs to a European Institutional Investor	For	For	A vote FOR this resolution is warranted. The dilution and premium is not problematic and the proceeds will be used in connection with the company's completed acquisition of Chefgood and for general working capital.
Marley Spoon AG	MMM	Germany	31/05/2022	Approve Discharge of Management Board	Approve Discharge of Management Board for the Financial Year 2021	For	For	A vote FOR these resolutions is warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Marley Spoon AG	MMM	Germany	31/05/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board for the Financial Year 2021	For	For	A vote FOR these resolutions is warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Marley Spoon AG	MMM	Germany	31/05/2022	Ratify Auditors	Ratify Ernst & Young GmbH as Auditors for Financial Year 2022	For	For	A vote FOR the appointment of Ernst & Young GmbH as Auditors of the company is warranted because this is a routine item and no significant concerns have been identified.
Marley Spoon AG	MMM	Germany	31/05/2022	Approve Executive Share Option Plan	Approve Share Option Program 2022 and Creation of a Conditional Capital 2022/I, as Well as the Corresponding Amendment of the Constitution	For	For	A qualified vote FOR these resolutions is warranted as the Share Option Program is in accordance with German law. The plan is subject to performance conditions, does not provide for excessive dilution, and an exercise price is based on the market price of the company's shares. The recommendation is qualified to highlight the following features of the Share Option Program 2022 which are not well aligned with Australian market expectations: * The share options will be tested over a one- or two-year performance period only, being short for an LTI grant in Australia. * Although there is a waiting period of 4 years before the options can be exercised, the vesting period of incentive grants under the scheme is not in line with local market standards in Australia, which recommend substantial vesting only after at least three years.
Marley Spoon AG	MMM	Germany	31/05/2022	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Approve EUR 291,958 Capitalization of Reserves and Amend Section 3 of the Constitution	For	For	A vote FOR this resolution is warranted. There is no dilutive effect to existing shareholders as the proposal is akin to a traditional stock split. The company disclosed that the proposal will provide the company with a share to CDI transmutation ratio more aligned with common market practice of foreign companies listed on the ASX and the resulting share capital will be more aligned with common market practice for public companies of the company's size and set-up in Germany.

Marley Spoon AG	MMM	Germany	31/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Approve Cancellation of Existing Authorized Capital 2021/I and Creation of an Authorized Capital 2022/I, as Well as the Corresponding Amendment of Section 3 Paragraph 3 of the Constitution	For	For	A vote FOR these resolutions is warranted. These are non-contentious items that will have no effect on shareholder rights or interests, and the company has stated that the changes are being made in line with the proposed capital increase (Item 6).
Marley Spoon AG	MMM	Germany	31/05/2022	Company Specific - Equity Related	Approve Adjustment of the Existing Authorized Capital 2021/II and Authorized Capital 2021/III the Corresponding Amendment of Section 3 Paragraph 16 of the Constitution	For	For	A vote FOR these resolutions is warranted. These are non-contentious items that will have no effect on shareholder rights or interests, and the company has stated that the changes are being made in line with the proposed capital increase (Item 6).
Marley Spoon AG	MMM	Germany	31/05/2022	Approve Qualified Employee Stock Purchase Plan	Approve Creation of Authorized Capital 2022/II under the Restricted Stock Unit Program 2022/I and the Respective Amendment of Section 3 Paragraph 18 of the Constitution	For	For	A vote FOR the resolutions is warranted. The Restricted Stock Unit program will serve as the company's long-term and short-term incentive program for its non-KMP employees. Investor expectations around vesting periods and performance hurdles for executive incentive grants do not extend to incentive grants to employees generally. Additionally, shareholders will be able to assess any future grant proposed for a director as such will require separate approval. The overall dilutive effect is low (0.38 percent of shares outstanding following the capital increase).
Mcmillan Shakespeare Limited	MMS	Australia	22/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted. The CEO's fixed remuneration is not considered excessive, there was no increase in CEO pay during the year, and the FY19 three-year and FY20 two-year LTIP lapsed given performance conditions were not met. The CEO's fixed remuneration portion of total pay decreased from 57.1 percent to 50.5 percent and the company transitioned from fair value to face value allocation methodology in LTIP awards. The qualification is based on following: "In the absence of a formal STI, the LTI includes a performance period that is less than the market-accepted, three-year term; and" Strategic targets accounted for 30 percent of FY21 LTIP. The company disclosed in the annual report that from FY22, strategic targets will account for 40 percent of the LTIP.
Mcmillan Shakespeare Limited	MMS	Australia	22/11/2021	Elect Director	Elect Ross Chessari as Director	For	For	A vote FOR the election/re-election of independent non-executive directors Ross Chessari (Item 3), Tim Poole (Item 4) and Bruce Akhurst (Item 5) is warranted as no material concerns have been identified regarding board and committee composition, nor any wider corporate governance issues resulting from their nomination.
Mcmillan Shakespeare Limited	MMS	Australia	22/11/2021	Elect Director	Elect Tim Poole as Director	For	For	A vote FOR the election/re-election of independent non-executive directors Ross Chessari (Item 3), Tim Poole (Item 4) and Bruce Akhurst (Item 5) is warranted as no material concerns have been identified regarding board and committee composition, nor any wider corporate governance issues resulting from their nomination.
Mcmillan Shakespeare Limited	MMS	Australia	22/11/2021	Elect Director	Elect Bruce Akhurst as Director	For	For	A vote FOR the election/re-election of independent non-executive directors Ross Chessari (Item 3), Tim Poole (Item 4) and Bruce Akhurst (Item 5) is warranted as no material concerns have been identified regarding board and committee composition, nor any wider corporate governance issues resulting from their nomination.
Mcmillan Shakespeare Limited	MMS	Australia	22/11/2021	Approve Omnibus Stock Plan	Approve Long Term Incentive Plan	For	For	A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic and establish a broad framework for grants to be made in the future. Concern exists for the Indeterminate Rights clause that provides the company with flexibility to settle Incentive Plan grants in either shares or cash payment, which does not align with long-term shareholder interests.
Mcmillan Shakespeare Limited	MMS	Australia	22/11/2021	Approve Share Plan Grant	Approve Issuance of Indeterminate Rights to Michael Salisbury	For	For	A qualified vote FOR the grant of performance rights to the CEO is warranted. The award appears to be reasonably aligned with shareholder interests and the targeted EPS growth and ROCE are well disclosed. As an improvement over the prior year, a greater portion of the award has a performance period of three-year and the performance hurdle for average ROCE increased. However, the following concerns with the grant structure are raised: " Strategic objective component of the LTI increased from 30 percent to 35 percent with inadequate and poor disclosure, and the metrics appear a bonus for "day job" for the CEO;" The performance hurdle attached to underlying EPS CAGR decreased compared to the prior year;" A portion of the grant (47.5 percent) has a performance period of less than three-years, which is less than the minimum level of acceptable market practice; and" The quantum of the LTI grant is well above the market peers.
Mcmillan Shakespeare Limited	MMS	Australia	22/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A vote FOR the proposed increase to the non-executive directors fee cap is warranted as the headroom in the existing cap is insufficient to accommodate the appointment of additional directors as part of board refreshment and increase non-executive director remuneration.
Monadelphous Group Limited	MND	Australia	23/11/2021	Elect Director	Elect Dietmar Robert Voss as Director	For	For	A vote FOR the re-election of Dietmar Voss and the election of Enrico Buratto is warranted as no material corporate governance issues have been identified.
Monadelphous Group Limited	MND	Australia	23/11/2021	Elect Director	Elect Enrico Buratto as Director	For	For	A vote FOR the re-election of Dietmar Voss and the election of Enrico Buratto is warranted as no material corporate governance issues have been identified.
Monadelphous Group Limited	MND	Australia	23/11/2021	Approve Stock Option Plan Grants	Approve Grant of Options to Robert Velletri	For	For	A qualified vote FOR this resolution is warranted. These options are issued under the company's combined incentive structure, so there are some short-term aspects of the options which may concern some shareholders, although the remuneration structure on the whole is not excessive. Quantum of this award is not excessive, and the EPS growth performance measures is an appropriate metric. However, concerns are noted for the following: " The EPS CAGR targets do not appear realistic given that the company achieved EPS growth of 28 percent in FY21, which exceeded the EPS target of 8 percent by a wide margin;" The EPS threshold and target were reduced from the prior year;" 25 percent of options commence vesting after 1 year and another 25 percent may vest after 2 years and the remaining 50 percent may commence vesting after 3 years, indicating that 50 percent of the grant is below the minimum three-year vesting period accepted in this market;" The LTI allows for excessive re-testing of the options in the event the performance hurdles were not met in the initial performance period;" The quantum of the LTI exceeds the median of the capitalization peers; and" The performance metrics do not include a relative performance hurdle that would benchmark the company's performance against a group of selected peers.
Monadelphous Group Limited	MND	Australia	23/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted on the basis that pay and performance are reasonably aligned at this time. The board did not award any bonuses under the Combined Rewards Plan for the second year in a row in light of the company's financial performance. However, concerns are raised that " There is no disclosure of specific and quantified thresholds and targets in the STI, making it difficult for shareholders to assess the rigor of the performance hurdles;" A portion of the options granted to executives may vest in a period which is less than three years and less than the minimum accepted in this market. In light of this early vesting, there is also retesting if performance goals are not achieved during the first two window periods;" The EPS growth threshold and targets were lowered from the prior year and are not considered sufficiently rigorous given that the company achieved an EPS growth of 28.6 percent in FY21.
Mondi Plc	MNDI	United Kingdom	5/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the Directors' report and financial statements is warranted as no significant concerns have been identified.
Mondi Plc	MNDI	United Kingdom	5/05/2022	Elect Director	Re-elect Philip Yea as Director	For	For	A vote FOR the re-election of Svein Brandtzaeg, Sue Clark, Andrew King, Mike Powell, Dominique Reiniche, Dame Angela Strank, Philip Yea, and Stephen Young is warranted as no significant concerns have been identified.
Mondi Plc	MNDI	United Kingdom	5/05/2022	Elect Director	Re-elect Stephen Young as Director	For	For	A vote FOR the re-election of Svein Brandtzaeg, Sue Clark, Andrew King, Mike Powell, Dominique Reiniche, Dame Angela Strank, Philip Yea, and Stephen Young is warranted as no significant concerns have been identified.
Mondi Plc	MNDI	United Kingdom	5/05/2022	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Mondi Plc	MNDI	United Kingdom	5/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no significant concerns regarding this proposal.
Mondi Plc	MNDI	United Kingdom	5/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Mondi Plc	MNDI	United Kingdom	5/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Mondi Plc	MNDI	United Kingdom	5/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Mondi Plc	MNDI	United Kingdom	5/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Mondi Plc	MNDI	United Kingdom	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted, although it is not without concern: " Bonus paid out at near maximum during the year under review. Questions are raised as to whether the targets are suitably stretching. The main reasons for support are: " There is no disconnect between pay and performance of the shareholder experience; and " No other material concerns have been identified.
Mondi Plc	MNDI	United Kingdom	5/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Mondi Plc	MNDI	United Kingdom	5/05/2022	Elect Director	Re-elect Svein Richard Brandtzaeg as Director	For	For	A vote FOR the re-election of Svein Brandtzaeg, Sue Clark, Andrew King, Mike Powell, Dominique Reiniche, Dame Angela Strank, Philip Yea, and Stephen Young is warranted as no significant concerns have been identified.
Mondi Plc	MNDI	United Kingdom	5/05/2022	Elect Director	Re-elect Sue Clark as Director	For	For	A vote FOR the re-election of Svein Brandtzaeg, Sue Clark, Andrew King, Mike Powell, Dominique Reiniche, Dame Angela Strank, Philip Yea, and Stephen Young is warranted as no significant concerns have been identified.
Mondi Plc	MNDI	United Kingdom	5/05/2022	Elect Director	Re-elect Andrew King as Director	For	For	A vote FOR the re-election of Svein Brandtzaeg, Sue Clark, Andrew King, Mike Powell, Dominique Reiniche, Dame Angela Strank, Philip Yea, and Stephen Young is warranted as no significant concerns have been identified.
Mondi Plc	MNDI	United Kingdom	5/05/2022	Elect Director	Re-elect Mike Powell as Director	For	For	A vote FOR the re-election of Svein Brandtzaeg, Sue Clark, Andrew King, Mike Powell, Dominique Reiniche, Dame Angela Strank, Philip Yea, and Stephen Young is warranted as no significant concerns have been identified.
Mondi Plc	MNDI	United Kingdom	5/05/2022	Elect Director	Re-elect Dominique Reiniche as Director	For	For	A vote FOR the re-election of Svein Brandtzaeg, Sue Clark, Andrew King, Mike Powell, Dominique Reiniche, Dame Angela Strank, Philip Yea, and Stephen Young is warranted as no significant concerns have been identified.
Mondi Plc	MNDI	United Kingdom	5/05/2022	Elect Director	Re-elect Dame Angela Strank as Director	For	For	A vote FOR the re-election of Svein Brandtzaeg, Sue Clark, Andrew King, Mike Powell, Dominique Reiniche, Dame Angela Strank, Philip Yea, and Stephen Young is warranted as no significant concerns have been identified.
Mandiant, Inc.	MNDT	USA	3/06/2022	Approve Merger Agreement	Approve Merger Agreement	For	For	A vote FOR this proposal is warranted given that the all-cash offer represents a 52.7 percent premium to the unaffected share price and provides liquidity and certainty of value. In addition, there is a potential downside risk of non-approval given the outperformance of MNDT shares to date relative to peers.
Mandiant, Inc.	MNDT	USA	3/06/2022	Advisory Vote on Golden Parachutes	Advisory Vote on Golden Parachutes	Against	Against	A vote AGAINST the proposal is warranted. Although cash severance is double trigger and of a reasonable basis, a portion of the outstanding PSUs will auto-accelerate at maximum.
Mandiant, Inc.	MNDT	USA	3/06/2022	Adjourn Meeting	Adjourn Meeting	For	For	A vote FOR this proposal is warranted given that the underlying transaction warrants shareholder support.
M&G Plc	MNG	United Kingdom	25/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
M&G Plc	MNG	United Kingdom	25/05/2022	Elect Director	Re-elect Clare Thompson as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
M&G Plc	MNG	United Kingdom	25/05/2022	Elect Director	Re-elect Massimo Tosato as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
M&G Plc	MNG	United Kingdom	25/05/2022	Ratify Auditors	Appoint PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this resolution is considered warranted at this time.
M&G Plc	MNG	United Kingdom	25/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
M&G Plc	MNG	United Kingdom	25/05/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.

M&G Plc	MNG	United Kingdom	25/05/2022	Management Climate-Related Proposal	Approve Climate Transition Plan and Climate-Related Financial Disclosure	Against	Against	A vote AGAINST this item is warranted given the apparent gaps in the company's climate reporting and lack of science-based target setting. The Scope 3 emissions are not disclosed in their entirety, which limits full analysis of the targets and there are no short- and long-term targets available for most of GHG emissions category.
M&G Plc	MNG	United Kingdom	25/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
M&G Plc	MNG	United Kingdom	25/05/2022	Approve/Amend Conversion of Securities	Authorise Issue of Equity in Connection with the Issue of Mandatory Convertible Securities	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Mandatory Convertible Securities and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the Tier 1 capital ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements
M&G Plc	MNG	United Kingdom	25/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
M&G Plc	MNG	United Kingdom	25/05/2022	Approve/Amend Conversion of Securities	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Mandatory Convertible Securities	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Mandatory Convertible Securities and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the Tier 1 capital ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements
M&G Plc	MNG	United Kingdom	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted, although it is not without concern because: * There are concerns with the robustness of financial metrics in the context of the Company's modest performance in FY2021. The main reason for support is: * The targets were set in line with market forecasts at the onset of the performance period, taking into account the anticipated higher investment costs in FY2021; and * The Company's decision not to apply upward discretion on profit targets linked to FY2019 LTIP awards resulted in lower value on vesting.
M&G Plc	MNG	United Kingdom	25/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
M&G Plc	MNG	United Kingdom	25/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
M&G Plc	MNG	United Kingdom	25/05/2022	Elect Director	Elect Edward Braham as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
M&G Plc	MNG	United Kingdom	25/05/2022	Elect Director	Elect Kathryn McLeland as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
M&G Plc	MNG	United Kingdom	25/05/2022	Elect Director	Elect Debasish Sanyal as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
M&G Plc	MNG	United Kingdom	25/05/2022	Elect Director	Re-elect John Foley as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
M&G Plc	MNG	United Kingdom	25/05/2022	Elect Director	Re-elect Clive Adamson as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
M&G Plc	MNG	United Kingdom	25/05/2022	Elect Director	Re-elect Clare Chapman as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
M&G Plc	MNG	United Kingdom	25/05/2022	Elect Director	Re-elect Fiona Clutterbuck as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Monster Beverage Corporation	MNST	USA	14/06/2022	Elect Director	Elect Director Rodney C. Sacks	For	For	A vote FOR the director nominees is warranted.
Monster Beverage Corporation	MNST	USA	14/06/2022	Elect Director	Elect Director Mark S. Videgaux	For	For	A vote FOR the director nominees is warranted.
Monster Beverage Corporation	MNST	USA	14/06/2022	Elect Director	Elect Director Hilton H. Schlosberg	For	For	A vote FOR the director nominees is warranted.
Monster Beverage Corporation	MNST	USA	14/06/2022	Elect Director	Elect Director Mark J. Hall	For	For	A vote FOR the director nominees is warranted.
Monster Beverage Corporation	MNST	USA	14/06/2022	Elect Director	Elect Director Ana Demel	For	For	A vote FOR the director nominees is warranted.
Monster Beverage Corporation	MNST	USA	14/06/2022	Elect Director	Elect Director James L. Dinkins	For	For	A vote FOR the director nominees is warranted.
Monster Beverage Corporation	MNST	USA	14/06/2022	Elect Director	Elect Director Gary P. Fayard	For	For	A vote FOR the director nominees is warranted.
Monster Beverage Corporation	MNST	USA	14/06/2022	Elect Director	Elect Director Tiffany M. Hall	For	For	A vote FOR the director nominees is warranted.
Monster Beverage Corporation	MNST	USA	14/06/2022	Elect Director	Elect Director Jeanne P. Jackson	For	For	A vote FOR the director nominees is warranted.
Monster Beverage Corporation	MNST	USA	14/06/2022	Elect Director	Elect Director Steven G. Pizula	For	For	A vote FOR the director nominees is warranted.
Monster Beverage Corporation	MNST	USA	14/06/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Monster Beverage Corporation	MNST	USA	14/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives were based largely on a pre-set financial objective as well as individual performance. However, compensating two co-CEOs each at the same level as one CEO can be costly to shareholders in terms of total executive compensation; thus, continued monitoring is warranted.
Monster Beverage Corporation	MNST	USA	14/06/2022	GHG Emissions	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For	For	A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks. BACKGROUND INFORMATION Policies: Climate Change/Greenhouse Gas (GHG) Emissions
Altria Group, Inc.	MO	USA	19/05/2022	Elect Director	Elect Director Ian L. T. Clarke	For	For	A vote FOR the director nominees is warranted.
Altria Group, Inc.	MO	USA	19/05/2022	Elect Director	Elect Director Marjorie M. Connelly	For	For	A vote FOR the director nominees is warranted.
Altria Group, Inc.	MO	USA	19/05/2022	Elect Director	Elect Director R. Matt Davis	For	For	A vote FOR the director nominees is warranted.
Altria Group, Inc.	MO	USA	19/05/2022	Elect Director	Elect Director William F. Gifford, Jr.	For	For	A vote FOR the director nominees is warranted.
Altria Group, Inc.	MO	USA	19/05/2022	Elect Director	Elect Director Debra J. Kelly-Ennis	For	For	A vote FOR the director nominees is warranted.
Altria Group, Inc.	MO	USA	19/05/2022	Elect Director	Elect Director W. Leo Kiely, III	For	For	A vote FOR the director nominees is warranted.
Altria Group, Inc.	MO	USA	19/05/2022	Elect Director	Elect Director Kathryn B. McQuade	For	For	A vote FOR the director nominees is warranted.
Altria Group, Inc.	MO	USA	19/05/2022	Elect Director	Elect Director George Munoz	For	For	A vote FOR the director nominees is warranted.
Altria Group, Inc.	MO	USA	19/05/2022	Elect Director	Elect Director Nabil Y. Sakkab	For	For	A vote FOR the director nominees is warranted.
Altria Group, Inc.	MO	USA	19/05/2022	Elect Director	Elect Director Virginia E. Shanks	For	For	A vote FOR the director nominees is warranted.
Altria Group, Inc.	MO	USA	19/05/2022	Elect Director	Elect Director Ellen R. Strahman	For	For	A vote FOR the director nominees is warranted.
Altria Group, Inc.	MO	USA	19/05/2022	Elect Director	Elect Director M. Max Yzaguirre	For	For	A vote FOR the director nominees is warranted.
Altria Group, Inc.	MO	USA	19/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Altria Group, Inc.	MO	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. While some concerns remain regarding the potential for above-median benchmarking and the lack of performance conditions for a majority of equity awards, annual incentive awards remain based primarily on financial performance and the recently vested PSU awards were earned well below target, indicating performance targets are sufficiently rigorous. Additionally, CEO pay and company performance were reasonably aligned during the year in review.
Altria Group, Inc.	MO	USA	19/05/2022	Racial Equity and/or Civil Rights Audit	Report on Third-Party Civil Rights Audit	For	For	A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of Altria's efforts to address the issue of any inequality in its business operations.
Molina Healthcare, Inc.	MOH	USA	4/05/2022	Elect Director	Elect Director Barbara L. Brasier	For	For	A vote FOR the director nominees is warranted.
Molina Healthcare, Inc.	MOH	USA	4/05/2022	Elect Director	Elect Director Daniel Cooperman	For	For	A vote FOR the director nominees is warranted.
Molina Healthcare, Inc.	MOH	USA	4/05/2022	Elect Director	Elect Director Stephen H. Lockhart	For	For	A vote FOR the director nominees is warranted.
Molina Healthcare, Inc.	MOH	USA	4/05/2022	Elect Director	Elect Director Steven J. Orlando	For	For	A vote FOR the director nominees is warranted.
Molina Healthcare, Inc.	MOH	USA	4/05/2022	Elect Director	Elect Director Ronna E. Romano	For	For	A vote FOR the director nominees is warranted.
Molina Healthcare, Inc.	MOH	USA	4/05/2022	Elect Director	Elect Director Richard J. Schapiro	For	For	A vote FOR the director nominees is warranted.
Molina Healthcare, Inc.	MOH	USA	4/05/2022	Elect Director	Elect Director Dale B. Wolf	For	For	A vote FOR the director nominees is warranted.
Molina Healthcare, Inc.	MOH	USA	4/05/2022	Elect Director	Elect Director Richard C. Zoretic	For	For	A vote FOR the director nominees is warranted.
Molina Healthcare, Inc.	MOH	USA	4/05/2022	Elect Director	Elect Director Joseph M. Zubretsky	For	For	A vote FOR the director nominees is warranted.
Molina Healthcare, Inc.	MOH	USA	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. While shareholders would benefit from increased disclosure of the performance targets underlying the PSU grants, the majority of CEO pay remains conditioned on objective financial performance, and the recent above target payouts are aligned with the company's recent performance.
Molina Healthcare, Inc.	MOH	USA	4/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
The Mosaic Company	MOS	USA	19/05/2022	Elect Director	Elect Director Cheryl K. Beebe	For	For	A vote FOR the director nominees is warranted.
The Mosaic Company	MOS	USA	19/05/2022	Elect Director	Elect Director Gregory L. Ebel	For	For	A vote FOR the director nominees is warranted.
The Mosaic Company	MOS	USA	19/05/2022	Elect Director	Elect Director Timothy S. Gitzel	For	For	A vote FOR the director nominees is warranted.
The Mosaic Company	MOS	USA	19/05/2022	Elect Director	Elect Director Denise C. Johnson	For	For	A vote FOR the director nominees is warranted.
The Mosaic Company	MOS	USA	19/05/2022	Elect Director	Elect Director Emery N. Koenig	For	For	A vote FOR the director nominees is warranted.
The Mosaic Company	MOS	USA	19/05/2022	Elect Director	Elect Director James (Joe) C. O'Rourke	For	For	A vote FOR the director nominees is warranted.
The Mosaic Company	MOS	USA	19/05/2022	Elect Director	Elect Director David T. Seaton	For	For	A vote FOR the director nominees is warranted.
The Mosaic Company	MOS	USA	19/05/2022	Elect Director	Elect Director Steven M. Seibert	For	For	A vote FOR the director nominees is warranted.
The Mosaic Company	MOS	USA	19/05/2022	Elect Director	Elect Director Luciano Siani Pires	For	For	A vote FOR the director nominees is warranted.
The Mosaic Company	MOS	USA	19/05/2022	Elect Director	Elect Director Gretchen H. Watkins	For	For	A vote FOR the director nominees is warranted.
The Mosaic Company	MOS	USA	19/05/2022	Elect Director	Elect Director Kelvin R. Westbrock	For	For	A vote FOR the director nominees is warranted.
The Mosaic Company	MOS	USA	19/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
The Mosaic Company	MOS	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and company performance are reasonably aligned at this time. A majority of the annual incentive award is conditioned on objective financial performance, and a majority of the company's equity grants are based on a multi-year performance period.
The Mosaic Company	MOS	USA	19/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is small.

Megaport Ltd.	MP1	Australia	22/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the remuneration report (Item 1) is warranted due to a high level of concern for misalignment in the quantitative Sustainability Advisory Services Pay-for-Performance model. The CEO' level of pay is excessive, especially when compared (3.57x) to the median CEO pay at companies of similar industry and size. Other concerns regarding the company's remuneration practices are as follows: " The CEO's bonus was paid at maximum despite the company posting an increase in net losses during the year;" The specific and quantified STI performance targets continue to be undisclosed, which makes it impossible for shareholders to independently evaluate whether the targets are sufficiently stretching and aligned with shareholder interests;" The company does not require any deferral of the STI bonus, representing a material departure from Australian investor expectations and better market practice; and" The terms of the CEO's LTI awards, including a short vesting period, cliff vesting and a lack rigorous performance criteria, and the board's discretion to accelerate vesting of LTI awards upon a change of control are inconsistent with acceptable market practice.
Megaport Ltd.	MP1	Australia	22/10/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A qualified vote FOR this resolution is warranted as the headroom in the current cap is insufficient to accommodate the appointment of a director(s) as part of board refreshment and board succession planning.However, the following concerns are raised: " Non-executive directors are allowed to participate in Employee Share Option Plan and Employee Share Plan which is not supported under Australian investor guidelines; and" The chair' and non-executive director's fees are high compare to the market. In addition, their total remuneration is also high as options inflated their total remuneration and as a result substantially higher than the median for similar-sized companies. The proposed increase might allow the board for future increases in fees.
Megaport Ltd.	MP1	Australia	22/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted as there is a provision that will permit general meetings to be held by virtual-only means. While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any changes to completely eliminate any physical attendance at a meeting. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders.Constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders. Corporate governance concerns exist where entities convene virtual-only meetings, given that this may diminish transparency and accountability, including shareholder rights to ask questions and holding directors publicly accountable.
Megaport Ltd.	MP1	Australia	22/10/2021	Renew Partial Takeover Provision	Approve Renewal of Proportional Takeover Provisions	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Megaport Ltd.	MP1	Australia	22/10/2021	Elect Director	Elect Michael Klayko as Director	For	For	A vote FOR independent non-executive directors Michael Klayko, Melinda Snowden and Glo Gordon as no material concerns have been identified regarding t board and committee composition resulting from their nomination.
Megaport Ltd.	MP1	Australia	22/10/2021	Elect Director	Elect Melinda Snowden as Director	For	For	A vote FOR independent non-executive directors Michael Klayko, Melinda Snowden and Glo Gordon as no material concerns have been identified regarding t board and committee composition resulting from their nomination.
Megaport Ltd.	MP1	Australia	22/10/2021	Elect Director	Elect Glo Gordon as Director	For	For	A vote FOR independent non-executive directors Michael Klayko, Melinda Snowden and Glo Gordon as no material concerns have been identified regarding t board and committee composition resulting from their nomination.
Megaport Ltd.	MP1	Australia	22/10/2021	Approve Restricted Stock Plan	Approve Employee Share Plan	For	For	A qualified vote FOR this resolution is warranted given that the Employee Share Plan establishes the broader framework for equity-incentives to a wider range of the company's employees.The recommendation is qualified to highlight the concern that non-executive directors are eligible to participate in the plan, however, any such grant would nevertheless require shareholder approval. It is also noted that non-executive directors have not previously participated in this plan.
Megaport Ltd.	MP1	Australia	22/10/2021	Approve Executive Share Option Plan	Approve Employee Share Option Plan General	Against	Against	A vote AGAINST this resolution is warranted as non-executive directors are eligible to participate in the plan and have historically been granted option awards under this plan.It is expected that any future grants to directors, both executive and non-executive, will be submitted to a shareholder vote. As per resolutions 7 to 9 at this AGM, the company is again seeking to grant options non-executive directors under this plan.
Megaport Ltd.	MP1	Australia	22/10/2021	Approve Stock Option Plan Grants	Approve Grant of Options to Michael Klayko	Against	Against	A vote AGAINST these resolutions is warranted. Local market guidelines do not support the grant of options to non-executive directors because options are derivatives and not shares and may impact the independent judgment by non-executive directors.
Megaport Ltd.	MP1	Australia	22/10/2021	Approve Stock Option Plan Grants	Approve Grant of Options to Melinda Snowden	Against	Against	A vote AGAINST these resolutions is warranted. Local market guidelines do not support the grant of options to non-executive directors because options are derivatives and not shares and may impact the independent judgment by non-executive directors.
Megaport Ltd.	MP1	Australia	22/10/2021	Approve Stock Option Plan Grants	Approve Grant of Options to Glo Gordon	Against	Against	A vote AGAINST these resolutions is warranted. Local market guidelines do not support the grant of options to non-executive directors because options are derivatives and not shares and may impact the independent judgment by non-executive directors.
Megaport Ltd.	MP1	Australia	22/10/2021	Approve Stock Option Plan Grants	Approve Grant of Options to Michael Klayko	Against	Against	A vote AGAINST these resolutions is warranted. Local market guidelines do not support the grant of options to non-executive directors.
Megaport Ltd.	MP1	Australia	22/10/2021	Approve Stock Option Plan Grants	Approve Grant of Options to Melinda Snowden	Against	Against	A vote AGAINST these resolutions is warranted. Local market guidelines do not support the grant of options to non-executive directors.
Megaport Ltd.	MP1	Australia	22/10/2021	Approve Stock Option Plan Grants	Approve Grant of Options to Glo Gordon	Against	Against	A vote AGAINST these resolutions is warranted. Local market guidelines do not support the grant of options to non-executive directors.
Marathon Petroleum Corporation	MPC	USA	27/04/2022	Elect Director	Elect Director Evan Bayh	Against	Against	A vote AGAINST Sustainability and Public Policy Committee Chair Evan Bayh are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST B. Evan Bayh III, Charles (Chuck) Bunch, Edward Galante and Kim Rucker are warranted for the following reasons: " Given that board chair, John Surma, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders is not up for election at this year's annual meeting, all board members should be held accountable for poor board and management oversight of ESG risk exposures at the firm.
Marathon Petroleum Corporation	MPC	USA	27/04/2022	Elect Director	Elect Director Charles E. Bunch	Against	Against	A vote AGAINST Sustainability and Public Policy Committee Chair Evan Bayh are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST B. Evan Bayh III, Charles (Chuck) Bunch, Edward Galante and Kim Rucker are warranted for the following reasons: " Given that board chair, John Surma, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders is not up for election at this year's annual meeting, all board members should be held accountable for poor board and management oversight of ESG risk exposures at the firm.
Marathon Petroleum Corporation	MPC	USA	27/04/2022	Elect Director	Elect Director Edward G. Galante	Against	Against	A vote AGAINST Sustainability and Public Policy Committee Chair Evan Bayh are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST B. Evan Bayh III, Charles (Chuck) Bunch, Edward Galante and Kim Rucker are warranted for the following reasons: " Given that board chair, John Surma, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders is not up for election at this year's annual meeting, all board members should be held accountable for poor board and management oversight of ESG risk exposures at the firm.
Marathon Petroleum Corporation	MPC	USA	27/04/2022	Elect Director	Elect Director Kim K.W. Rucker	Against	Against	A vote AGAINST Sustainability and Public Policy Committee Chair Evan Bayh are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST B. Evan Bayh III, Charles (Chuck) Bunch, Edward Galante and Kim Rucker are warranted for the following reasons: " Given that board chair, John Surma, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders is not up for election at this year's annual meeting, all board members should be held accountable for poor board and management oversight of ESG risk exposures at the firm.
Marathon Petroleum Corporation	MPC	USA	27/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Marathon Petroleum Corporation	MPC	USA	27/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. Pay and performance were reasonably aligned for the year in review and the company made substantial changes to incentive programs in response to investor feedback after last year's failed say-on-pay vote. While investors may have expected a more robust commitment regarding time-based equity awards to outgoing or new executives, the committee strengthened the long-term incentive program by increasing the portion of equity grants that are strongly performance based and lengthening the performance period. Nevertheless, investors are advised to continue to monitor pay at the company, particularly any additional off-cycle awards.
Marathon Petroleum Corporation	MPC	USA	27/04/2022	Declassify the Board of Directors	Declassify the Board of Directors	For	For	A vote FOR this proposal is warranted as it would enhance board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.
Marathon Petroleum Corporation	MPC	USA	27/04/2022	Reduce Supermajority Vote Requirement	Eliminate Supermajority Voting Provisions	For	For	A vote FOR this proposal is warranted as the reduction in the supermajority vote requirements would improve shareholder rights.
Marathon Petroleum Corporation	MPC	USA	27/04/2022	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	For	For	A vote FOR this proposal is warranted as requiring federal securities litigation to be brought in federal court has the potential to reduce the company's litigation costs without unduly burdening would-be plaintiffs.
Marathon Petroleum Corporation	MPC	USA	27/04/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.
Marathon Petroleum Corporation	MPC	USA	27/04/2022	Clawback of Incentive Payments	Amend Compensation Clawback Policy	For	For	A vote FOR this proposal is warranted as the addition of reputational or other financial harm as a recoupment scenario would expand the board's ability to recoup incentive pay and the increased disclosure requirements would also better serve shareholders' informational needs.
Marathon Petroleum Corporation	MPC	USA	27/04/2022	Report on Climate Change	Report on Climate Strategy Consistent with ILO's "Just Transition Guidelines"	For	For	A vote FOR this proposal is warranted, as shareholders could benefit from additional disclosure on the potential social impacts that transitioning to a low carbon economy may have on the company and its operations. Such information would allow shareholders to better assess the company's efforts to manage and mitigate those risks.
Medibank Private Limited	MPL	Australia	18/11/2021	Elect Director	Elect Gerard Dalbosco as Director	For	For	A vote FOR the election of independent non-executive director Gerard Dalbosco is warranted as no concerns have been have been identified regarding board and committee composition resulting from their nomination.
Medibank Private Limited	MPL	Australia	18/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted because: " No material misalignment has been identified in the quantitative Sustainability Advisory Services pay for performance analysis;" CEO fixed remuneration is consistent with market cap and selected industry peers;" The board exercised its discretion to reduce the Executive Leadership Team's STI incentive outcomes, resulting in STI awards averaging 70 percent of maximum opportunity STI bonuses (from previously an average of 80 percent of maximum STI opportunity); and" FY19 LTI vested at 32 percent, reflecting no vesting against the earnings per share compound annual growth rate measure, and partial vesting against the relative total shareholder return measure, with a performance rank at the 57th percentile against the company's comparator group.However, concerns remain regarding the absence of disclosure of specific and quantified STI performance targets, which prevents shareholders from independently assessing the rigor of performance measures in line with their expectations and extent of out- or under-performance.

Medibank Private Limited	MPL	Australia	18/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to David Koczkar	For	For	A qualified vote FOR the grant of performance rights to the CEO is warranted. The structure of the LTI is consistent with the prior years and there is a three-year performance period, EPS CAGR and TSR performance measures which are consistent with shareholder interests and market practice. However, there are concerns that 30 percent of the LTI is subject to a non-financial measure related to private health insurance market share growth. Whilst this may seem reasonable, market share growth is fundamental to all businesses, and questions are raised why this should be subject to a separate large bonus, given the objective NPAT or EPS targets in the STI and LTI would already adequately capture this performance. Further, market share growth measures appear to be already incorporated into the annual assessment of the STI award. Accordingly, this would be double-counting the same target in the STI and LTI, and the company's financial metrics more broadly. Growth in customers and revenue should translate into improved operating profit and health insurance premium revenue which are the financial measure in the STI and represent 65 percent of the total. Another concern is that the maximum target of the EPS growth metrics remains reduced, and does not appear sufficiently demanding in the context of the higher consensus market forecasts.
Monolithic Power Systems, Inc.	MPWR	USA	16/06/2022	Elect Director	Elect Director Michael Hsing	For	For	A vote FOR the director nominees is warranted.
Monolithic Power Systems, Inc.	MPWR	USA	16/06/2022	Elect Director	Elect Director Herbert Chang	For	For	A vote FOR the director nominees is warranted.
Monolithic Power Systems, Inc.	MPWR	USA	16/06/2022	Elect Director	Elect Director Carintia Martinez	For	For	A vote FOR the director nominees is warranted.
Monolithic Power Systems, Inc.	MPWR	USA	16/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Monolithic Power Systems, Inc.	MPWR	USA	16/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned. The performance goal under the annual incentive was set above actual performance in the prior year. Equity awards are entirely performance contingent.
Macquarie Group Limited	MQG	Australia	29/07/2021	Elect Director	Elect Rebecca J McGrath as Director	For	For	A vote FOR independent director nominees Rebecca McGrath, Michael Roche, and Glenn Stevens is warranted as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues. A qualified vote FOR non-independent director nominee Peter Warne is warranted. Despite his excessive tenure, the board has determined to re-elect Mr. Warne for an additional year in light of significant changes in the boardroom and management level over the past 12 months. Further, the board intends to appoint a new board chair in FY22 and Mr. Warne will step down from such role and retire as a director at the 2022 AGM, mitigating concerns regarding his re-election.
Macquarie Group Limited	MQG	Australia	29/07/2021	Elect Director	Elect Mike Roche as Director	For	For	A vote FOR independent director nominees Rebecca McGrath, Michael Roche, and Glenn Stevens is warranted as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues. A qualified vote FOR non-independent director nominee Peter Warne is warranted. Despite his excessive tenure, the board has determined to re-elect Mr. Warne for an additional year in light of significant changes in the boardroom and management level over the past 12 months. Further, the board intends to appoint a new board chair in FY22 and Mr. Warne will step down from such role and retire as a director at the 2022 AGM, mitigating concerns regarding his re-election.
Macquarie Group Limited	MQG	Australia	29/07/2021	Elect Director	Elect Glenn R Stevens as Director	For	For	A vote FOR independent director nominees Rebecca McGrath, Michael Roche, and Glenn Stevens is warranted as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues. A qualified vote FOR non-independent director nominee Peter Warne is warranted. Despite his excessive tenure, the board has determined to re-elect Mr. Warne for an additional year in light of significant changes in the boardroom and management level over the past 12 months. Further, the board intends to appoint a new board chair in FY22 and Mr. Warne will step down from such role and retire as a director at the 2022 AGM, mitigating concerns regarding his re-election.
Macquarie Group Limited	MQG	Australia	29/07/2021	Elect Director	Elect Peter H Warne as Director	For	For	A vote FOR independent director nominees Rebecca McGrath, Michael Roche, and Glenn Stevens is warranted as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues. A qualified vote FOR non-independent director nominee Peter Warne is warranted. Despite his excessive tenure, the board has determined to re-elect Mr. Warne for an additional year in light of significant changes in the boardroom and management level over the past 12 months. Further, the board intends to appoint a new board chair in FY22 and Mr. Warne will step down from such role and retire as a director at the 2022 AGM, mitigating concerns regarding his re-election.
Macquarie Group Limited	MQG	Australia	29/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted because there are significant concerns around the quantum of remuneration payments enabled by the remuneration framework; however, the following positive features mitigate some concern at this time: " A significant portion of the CEO's profit share award is deferred for up to seven years, which enhances the link between shareholders and CEO outcomes;" The board has also adopted disclosure with regards to consequence management, which represents superior market practice, and malus provisions to both its profit share awards and LTI that further strengthen the board's risk management practices;" Although the APRA findings are concerning, the board has proactively imposed qualifying conditions on the retained profit share that are tied to resolving APRA's findings, in addition to reducing the PSU allocations for executive KMP;" The LTI plan's EPS compound annual growth rate hurdle was, for the first time in several years, not achieved in FY21, indicating that the EPS hurdle has some degree of rigor; and" The number of PSUs allocated in the LTI is based on a face value, in line with local market practice, removing the concerning practice of using a discounted fair value methodology. Whilst the disconnect between pay and performance is mitigated for the fiscal year under review, the following concerns support the qualified nature of this vote recommendation: " The total remuneration of the CEO and KMP is still high when compared to the median of both the top 25 Australian companies and the Sustainability Advisory Services-selected peer group;" There is no clear disclosure regarding how and to what extent, the board uses its discretion to adjust the size of the profit share pool up or down. Therefore, it is difficult to assess its at-risk nature and its pay-for-performance linkage. Whilst the company has cited record NPAT and successfully navigating the impact of the COVID-19 pandemic on its determination of the profit share pool in FY21, more robust discussion on the actual quantum that this had on the total profit pool would have been appropriate considering the quantum of the awards;" Because the profit share pool outcomes appears to reflect purely financial performance, shareholders would benefit from further disclosures regarding the determination of how the profit share arrangement is calculated and how the split or sharing between management and shareholders has been judged to be fair and equitable, particularly as basic EPS and dividends per share are well below FY19 levels; and" Non-executive director remuneration is above market due mainly to additional fees for service on the board of Macquarie Bank, a wholly-owned subsidiary of Macquarie Group.
Macquarie Group Limited	MQG	Australia	29/07/2021	Approve or Amend Severance Agreements/Change-in-Control Agreements	Approve Termination Benefits	For	For	A vote FOR this resolution is warranted, given that there has been no significant change in the potential termination benefits for Executives and benefits are generally reasonable and in line with the company's remuneration approach which weights Executive remuneration towards 'at risk' and includes a substantial deferred component.
Macquarie Group Limited	MQG	Australia	29/07/2021	Approve Share Plan Grant	Approve Participation of Shemara Wikramanayake in the Macquarie Group Employee Retained Equity Plan	For	For	A qualified vote FOR this resolution is warranted. The structure of the RSUs and the PSUs awards are in line with market practice, including an extended seven-year deferral period for RSUs with a four-year performance period for the PSUs combined with two performance measures - relative ROE and EPS CAGR, and malus provisions applicable to RSUs and PSUs. Notwithstanding, concerns that justify the qualified nature of the vote recommendation include the high quantum of the RSU awards, which are well in excess of median for similar sized companies in ASX 1-25 and an Sustainability Advisory Services-selected industry peer group.
Macquarie Group Limited	MQG	Australia	29/07/2021	Approve Issuance of Warrants/Convertible Debentures	Ratify Past Issuance of Macquarie Group Capital Notes 5 to Institutional Investors	For	For	A vote FOR this resolution is warranted as the issue is not contentious, the level of dilution is not significant and the net proceeds of the MCN5 issuance will be used for general corporate purposes. This is a non-voting item.
Merck KGaA	MRK	Germany	22/04/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	For	For	A vote FOR this proposal is warranted.
Merck KGaA	MRK	Germany	22/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports for Fiscal Year 2021	For	For	A vote FOR this proposal is warranted.
Merck KGaA	MRK	Germany	22/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 1.85 per Share	For	For	A vote FOR this resolution is warranted.
Merck KGaA	MRK	Germany	22/04/2022	Approve Discharge of Management Board	Approve Discharge of Management Board for Fiscal Year 2021	For	For	A vote FOR this proposal is warranted.
Merck KGaA	MRK	Germany	22/04/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	A vote FOR this proposal is warranted.
Merck KGaA	MRK	Germany	22/04/2022	Ratify Auditors	Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Reports for Fiscal Year 2022	For	For	Votes FOR are warranted because there are no concerns regarding these proposals.
Merck KGaA	MRK	Germany	22/04/2022	Ratify Auditors	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Reports for Fiscal Year 2023	For	For	Votes FOR are warranted because there are no concerns regarding these proposals.
Merck KGaA	MRK	Germany	22/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted because the company's remuneration report is broadly in line with, and even exceeds in many respects, best practice standards in Germany. Nevertheless, we note that the following may be of concern to some shareholders: " Certain executives received significant salary increases, which were not well explained. " Targets and performance metrics under the LTI may not be considered sufficiently challenging, while in the most recent cycle, vesting was above target, we note potential concerns on the rigor of the targets.
Merck KGaA	MRK	Germany	22/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Approve Creation of EUR 56.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	A vote FOR the proposed authorization is warranted.
Merck & Co., Inc.	MRK	USA	24/05/2022	Elect Director	Elect Director Douglas M. Baker, Jr.	For	For	A vote FOR the director nominees is warranted.
Merck & Co., Inc.	MRK	USA	24/05/2022	Elect Director	Elect Director Mary Ellen Coe	For	For	A vote FOR the director nominees is warranted.
Merck & Co., Inc.	MRK	USA	24/05/2022	Elect Director	Elect Director Pamela J. Craig	For	For	A vote FOR the director nominees is warranted.
Merck & Co., Inc.	MRK	USA	24/05/2022	Elect Director	Elect Director Robert M. Davis	For	For	A vote FOR the director nominees is warranted.
Merck & Co., Inc.	MRK	USA	24/05/2022	Elect Director	Elect Director Kenneth C. Frazier	For	For	A vote FOR the director nominees is warranted.
Merck & Co., Inc.	MRK	USA	24/05/2022	Elect Director	Elect Director Thomas H. Glöcer	For	For	A vote FOR the director nominees is warranted.
Merck & Co., Inc.	MRK	USA	24/05/2022	Elect Director	Elect Director Risa J. Lavizzo-Mourey	For	For	A vote FOR the director nominees is warranted.
Merck & Co., Inc.	MRK	USA	24/05/2022	Elect Director	Elect Director Stephen L. Mayo	For	For	A vote FOR the director nominees is warranted.
Merck & Co., Inc.	MRK	USA	24/05/2022	Elect Director	Elect Director Paul B. Rothman	For	For	A vote FOR the director nominees is warranted.
Merck & Co., Inc.	MRK	USA	24/05/2022	Elect Director	Elect Director Patricia F. Russo	For	For	A vote FOR the director nominees is warranted.
Merck & Co., Inc.	MRK	USA	24/05/2022	Elect Director	Elect Director Christine E. Seidman	For	For	A vote FOR the director nominees is warranted.
Merck & Co., Inc.	MRK	USA	24/05/2022	Elect Director	Elect Director Inge G. Thulin	For	For	A vote FOR the director nominees is warranted.
Merck & Co., Inc.	MRK	USA	24/05/2022	Elect Director	Elect Director Kathy J. Warden	For	For	A vote FOR the director nominees is warranted.
Merck & Co., Inc.	MRK	USA	24/05/2022	Elect Director	Elect Director Peter C. Wendell	For	For	A vote FOR the director nominees is warranted.
Merck & Co., Inc.	MRK	USA	24/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. Annual incentives are largely based on pre-set financial measures and the majority of equity awards were performance based and utilized a multi-year measurement period.
Merck & Co., Inc.	MRK	USA	24/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.

Merck & Co., Inc.	MRK	USA	24/05/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
Merck & Co., Inc.	MRK	USA	24/05/2022	Review Drug Pricing or Distribution	Report on Access to COVID-19 Products	For	For	A vote FOR this proposal is warranted, as reporting on whether and how public funding would impact the company's pricing and access plans would allow shareholders to better assess the company's management of related risks if its treatments get approved.
Merck & Co., Inc.	MRK	USA	24/05/2022	Political Lobbying Disclosure	Report on Lobbying Payments and Policy	For	For	A vote FOR this proposal is warranted as a more comprehensive disclosure of the company's lobbying-related oversight mechanisms and trade association payments would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.
Moderna, Inc.	MRNA	USA	28/04/2022	Elect Director	Elect Director Noubar Afeyan	Withhold	Withhold	WITHHOLD votes are warranted for Noubar Afeyan, Stephane Bancel, and Francois Nader given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter and the classified board, each of which adversely impacts shareholder rights. As the classified board structure has prevented any audit committee members from standing for re-election, WITHHOLD votes are also warranted for Noubar Afeyan, Stephane Bancel, and Francois Nader for the approval of excessive non-audit related services by the company's auditor in the last year, which increases the potential for a conflict of interest.
Moderna, Inc.	MRNA	USA	28/04/2022	Elect Director	Elect Director Stephane Bancel	Withhold	Withhold	WITHHOLD votes are warranted for Noubar Afeyan, Stephane Bancel, and Francois Nader given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter and the classified board, each of which adversely impacts shareholder rights. As the classified board structure has prevented any audit committee members from standing for re-election, WITHHOLD votes are also warranted for Noubar Afeyan, Stephane Bancel, and Francois Nader for the approval of excessive non-audit related services by the company's auditor in the last year, which increases the potential for a conflict of interest.
Moderna, Inc.	MRNA	USA	28/04/2022	Elect Director	Elect Director Francois Nader	Withhold	Withhold	WITHHOLD votes are warranted for Noubar Afeyan, Stephane Bancel, and Francois Nader given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter and the classified board, each of which adversely impacts shareholder rights. As the classified board structure has prevented any audit committee members from standing for re-election, WITHHOLD votes are also warranted for Noubar Afeyan, Stephane Bancel, and Francois Nader for the approval of excessive non-audit related services by the company's auditor in the last year, which increases the potential for a conflict of interest.
Moderna, Inc.	MRNA	USA	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Although equity grants remain majority time-based, performance-based equity was introduced for the first time in FY21 and disclosure of metrics and weightings in the annual incentive program improved.
Moderna, Inc.	MRNA	USA	28/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	Against	Against	A vote AGAINST the ratification of the company's audit firm is warranted given that the non-audit fees are 60 percent of the total fees received by the audit firm during the fiscal year, raising substantial doubts over the independence of the audit firm.
Moderna, Inc.	MRNA	USA	28/04/2022	Miscellaneous Proposal - Social	Report on the Feasibility of Transferring Intellectual Property	For	For	A vote FOR this proposal is warranted, as the company has faced recent criticism for its role in global COVID-19 vaccine inequity and additional information would allow shareholders to understand how the company is managing related risks.
Melrose Industries Plc	MRO	United Kingdom	9/07/2021	Approve Reduction/Cancellation of Share Premium Account	Approve Reduction of Share Premium Account	For	For	A vote FOR these resolutions is warranted as no significant concerns have been identified.
Melrose Industries Plc	MRO	United Kingdom	9/07/2021	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Approve Issuance of B2 Shares	For	For	A vote FOR these resolutions is warranted as no significant concerns have been identified.
Melrose Industries Plc	MRO	United Kingdom	9/07/2021	Approve Reverse Stock Split	Approve Share Consolidation	For	For	A vote FOR these resolutions is warranted as no significant concerns have been identified.
Melrose Industries Plc	MRO	United Kingdom	9/07/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Melrose Industries Plc	MRO	United Kingdom	5/05/2022	Elect Director	Re-elect Charlotte Twynning as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Melrose Industries Plc	MRO	United Kingdom	5/05/2022	Elect Director	Re-elect Fummi Adegboke as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Melrose Industries Plc	MRO	United Kingdom	5/05/2022	Elect Director	Elect Heather Lawrence as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Melrose Industries Plc	MRO	United Kingdom	5/05/2022	Elect Director	Elect Victoria Jarman as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Melrose Industries Plc	MRO	United Kingdom	5/05/2022	Ratify Auditors	Reappoint Deloitte LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Melrose Industries Plc	MRO	United Kingdom	5/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Melrose Industries Plc	MRO	United Kingdom	5/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Melrose Industries Plc	MRO	United Kingdom	5/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Melrose Industries Plc	MRO	United Kingdom	5/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Melrose Industries Plc	MRO	United Kingdom	5/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Melrose Industries Plc	MRO	United Kingdom	9/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution as considered warranted as no material concerns have been identified.
Melrose Industries Plc	MRO	United Kingdom	5/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Melrose Industries Plc	MRO	United Kingdom	9/07/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Melrose Industries Plc	MRO	United Kingdom	5/05/2022	Elect Director	Re-elect Christopher Miller as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Melrose Industries Plc	MRO	United Kingdom	5/05/2022	Elect Director	Re-elect Simon Peckham as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Melrose Industries Plc	MRO	United Kingdom	5/05/2022	Elect Director	Re-elect Geoffrey Martin as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Melrose Industries Plc	MRO	United Kingdom	5/05/2022	Elect Director	Re-elect Peter Dilnot as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Melrose Industries Plc	MRO	United Kingdom	5/05/2022	Elect Director	Re-elect Justin Dowley as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Melrose Industries Plc	MRO	United Kingdom	5/05/2022	Elect Director	Re-elect David Lis as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Marathon Oil Corporation	MRO	USA	25/05/2022	Elect Director	Elect Director Chadwick C. Deaton	For	For	A vote FOR the director nominees is warranted.
Marathon Oil Corporation	MRO	USA	25/05/2022	Elect Director	Elect Director Marcela E. Donadio	For	For	A vote FOR the director nominees is warranted.
Marathon Oil Corporation	MRO	USA	25/05/2022	Elect Director	Elect Director M. Elise Hyland	For	For	A vote FOR the director nominees is warranted.
Marathon Oil Corporation	MRO	USA	25/05/2022	Elect Director	Elect Director Halli C. Ladhani	For	For	A vote FOR the director nominees is warranted.
Marathon Oil Corporation	MRO	USA	25/05/2022	Elect Director	Elect Director Brent J. Smolik	For	For	A vote FOR the director nominees is warranted.
Marathon Oil Corporation	MRO	USA	25/05/2022	Elect Director	Elect Director Lee M. Tillman	For	For	A vote FOR the director nominees is warranted.
Marathon Oil Corporation	MRO	USA	25/05/2022	Elect Director	Elect Director J. Kent Wells	For	For	A vote FOR the director nominees is warranted.
Marathon Oil Corporation	MRO	USA	25/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Marathon Oil Corporation	MRO	USA	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Changes to the FY21 annual incentive program simplified the program design and increased the weight of pre-set objective metrics, though concern is raised regarding the potential for a relatively sizable individual modifier. Long-term incentives remained half performance-based, though the performance period for a portion of the award was shortened to two years. However, the committee reduced the value of the CEO's target LTI opportunity for FY21 and closing cycle awards were earned below target, in line with performance.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director W. Tudor Brown	For	For	A vote FOR all director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Brad W. Buss	For	For	A vote FOR all director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Edward H. Frank	For	For	A vote FOR all director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Richard S. Hill	For	For	A vote FOR all director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Marschel L. Knight	For	For	A vote FOR all director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Bethany J. Mayer	For	For	A vote FOR all director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Matthew J. Murphy	For	For	A vote FOR all director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Michael G. Strachan	For	For	A vote FOR all director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Robert E. Switz	For	For	A vote FOR all director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Ford Tamer	For	For	A vote FOR all director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. CEO pay declined and pay-for-performance concerns for the year in review were sufficiently mitigated. Specifically, while performance was measured over two six-month periods, STI payouts for the CEO were based on pre-set financial goals. Further, equity awards were primarily performance-based with clearly disclosed multi-year goals. However, some concern does remain, as the relative TSR metric targets merely median performance, and payouts are not capped for negative TSR performance. Following last year's failed say-on-pay vote, the company engaged with shareholders to gather their feedback on executive compensation and other matters. In addition, a supplemental filing provides further details on the specific feedback received, all of which related to last year's special value creation awards, and an extended commitment to refrain from granting VCAs for a period of time. Specifically, the committee committed to not make additional VCA grants to the NEOs for at least five years from the date of the 2021 AGM, unless the awards are ratified or approved by shareholders. Further, the supplemental filing notes that if at any time similar awards are considered, the committee intends to incorporate shareholder feedback into the timing, structure, and performance targets of such grants. The additional disclosure of shareholder feedback and commitment provided in the supplemental filing represent a significant improvement from the disclosure and changes disclosed in the proxy statement.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Sara Andrews	For	For	A vote FOR the director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director W. Tudor Brown	For	For	A vote FOR the director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Brad W. Buss	For	For	A vote FOR the director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Edward H. Frank	For	For	A vote FOR the director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Richard S. Hill	For	For	A vote FOR the director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Marschel L. Knight	For	For	A vote FOR the director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Matthew J. Murphy	For	For	A vote FOR the director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Michael G. Strachan	For	For	A vote FOR the director nominees is warranted.

Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Robert E. Switz	For	For	A vote FOR the director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Ford Tamer	For	For	A vote FOR the director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Amend Qualified Employee Stock Purchase Plan	Amend Qualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted as the proposed plan amendments do not raise significant concerns.
Marvell Technology, Inc.	MRVL	USA	23/06/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Wm Morrison Supermarkets Plc	MRW	United Kingdom	19/10/2021	Approve Scheme of Arrangement	Approve Scheme of Arrangement	For	For	A vote FOR the proposed transaction is considered warranted because: " The CD&R offer is the superior offer which prevailed at the auction held on 2 October 2021." The offer represents a substantial premium of 61% to the unaffected price." The cash consideration represents certainty of value for shareholders.
Wm Morrison Supermarkets Plc	MRW	United Kingdom	19/10/2021	Approve Sale of Company Assets	Approve Matters Relating to the Recommended Cash Offer for Wm Morrison Supermarkets plc by Market Bidco Limited	For	For	A vote FOR the proposed transaction is considered warranted because: " The CD&R offer is the superior offer which prevailed at the auction held on 2 October 2021." The offer represents a substantial premium of 61% to the unaffected price." The cash consideration represents certainty of value for shareholders.
Morgan Stanley	MS	USA	26/05/2022	Elect Director	Elect Director Alistair Darling	For	For	A vote FOR the director nominees is warranted.
Morgan Stanley	MS	USA	26/05/2022	Elect Director	Elect Director Thomas H. Glocer	For	For	A vote FOR the director nominees is warranted.
Morgan Stanley	MS	USA	26/05/2022	Elect Director	Elect Director James P. Gorman	For	For	A vote FOR the director nominees is warranted.
Morgan Stanley	MS	USA	26/05/2022	Elect Director	Elect Director Robert H. Herz	For	For	A vote FOR the director nominees is warranted.
Morgan Stanley	MS	USA	26/05/2022	Elect Director	Elect Director Erika H. James	For	For	A vote FOR the director nominees is warranted.
Morgan Stanley	MS	USA	26/05/2022	Elect Director	Elect Director Hironori Kamezawa	For	For	A vote FOR the director nominees is warranted.
Morgan Stanley	MS	USA	26/05/2022	Elect Director	Elect Director Shelley B. Leibowitz	For	For	A vote FOR the director nominees is warranted.
Morgan Stanley	MS	USA	26/05/2022	Elect Director	Elect Director Stephen J. Luczo	For	For	A vote FOR the director nominees is warranted.
Morgan Stanley	MS	USA	26/05/2022	Elect Director	Elect Director Jami Milsick	For	For	A vote FOR the director nominees is warranted.
Morgan Stanley	MS	USA	26/05/2022	Elect Director	Elect Director Masato Miyachi	For	For	A vote FOR the director nominees is warranted.
Morgan Stanley	MS	USA	26/05/2022	Elect Director	Elect Director Dennis M. Nally	For	For	A vote FOR the director nominees is warranted.
Morgan Stanley	MS	USA	26/05/2022	Elect Director	Elect Director Mary L. Schapiro	For	For	A vote FOR the director nominees is warranted.
Morgan Stanley	MS	USA	26/05/2022	Elect Director	Elect Director Perry M. Traquina	For	For	A vote FOR the director nominees is warranted.
Morgan Stanley	MS	USA	26/05/2022	Elect Director	Elect Director Rayford Wilkins, Jr.	For	For	A vote FOR the director nominees is warranted.
Morgan Stanley	MS	USA	26/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Morgan Stanley	MS	USA	26/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although guided by performance assessments, total NEO pay is ultimately discretionarily determined by the committee, which continues to raise some concern. Investors increasingly prefer a more formulaic structure for determining annual incentives, which emphasizes objective and transparent determinations through the use of quantified target goals and per-metric weightings. However, discretionary determinations have not resulted in a quantitative pay-for-performance misalignment for the year in review. In addition, the increase in CEO performance year pay is directionally aligned with strong financial and TSR performance, and key metrics assessed were consistent year-over-year. Further, although the relative TSR metric in the LTI program targets merely the median, the committee increased the weighting of the CEO's performance shares to 80 percent of total equity awards, which are earned based on clearly disclosed multi-year goals. On balance, a vote FOR this proposal is warranted, but with caution. Continued close monitoring of discretionary determinations and outcomes is warranted, as the pay program's reliance on discretion may be questioned should CEO pay and company performance demonstrate a misalignment going forward.
Morgan Stanley	MS	USA	26/05/2022	Report on Climate Change	Adopt Fossil Fuel Lending and Underwriting Policy Consistent with IEA's Net Zero 2050 Scenario	Against	Against	A vote AGAINST this resolution is warranted, due to the company's disclosure of climate-related risks and current commitments to a low-carbon economy.
Mesoblast Ltd.	MSB	Australia	29/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted." The CEO's fixed remuneration is above market peers – however, this has remained static year on year and STI bonuses are not considered excessive." STI plan is primarily based on non-financial measures. It is acknowledged that the company is a clinical-stage biotechnology company with no product revenue, so the STI bonus is tied to key clinical, regulatory, and commercial KPIs, among other strategic areas rather than quantitative or financial measures." STI bonuses were reduced over the prior year which aligns somewhat with weaker financial results and share price fall.The qualification is to highlight the following concerns:" The quantitative pay-for-performance screen indicates a high degree of misalignment between remuneration and performance." The CEO's FY21 LTI remained pending as milestones were not achieved and 66.67 percent of FY20 LTI vested during the year is better aligned with achievement of milestones and three- and five-year shareholder outcomes." The LTI plan is based on milestone options, which can have a relatively short vesting period, being inconsistent with domestic market standards. In this regard, it is acknowledged that the success of the company is tied to clinical outcomes and regulatory approval of its drug products, and therefore reflected in the milestone objectives in the LTI.
Mesoblast Ltd.	MSB	Australia	29/11/2021	Elect Director	Elect Philip J. Facchina as Director	For	For	A vote FOR the election of Philip J. Facchina (Item 3) and re-election of Shawn Tomasello (Item 4c) is warranted as no material issues have been identified regarding board and committee composition resulting from their nomination.A vote AGAINST the re-election of Michael Spooner (Item 4A) is warranted. He is classified as a non-independent non-executive director, due to excessive tenure on the board of 17 years and concerns are raised for board succession. He serves as a non-independent Chair of the Audit and Risk Committee, which is only 33 percent independent and non-independent member of Nomination and Remuneration which are not majority independent (only 50 percent independent).A vote AGAINST the re-election of Joseph R. Swedish (Item 4B) is warranted. He is chairman of the board and responsible for corporate governance structure of the company. All key board committees are not majority independent and Chairs of the key committees are classified as non-independent, being inconsistent with good corporate governance principles in the Australian market. Additionally, female director representation on the board stands at 12 percent, which falls short of meeting the guidelines of the ASX Corporate Governance Council Principles and Recommendations for larger companies in the ASX300 Index to have at least 30 percent of each gender represented on the board.
Mesoblast Ltd.	MSB	Australia	29/11/2021	Elect Director	Elect Michael Spooner as Director	Against	Against	A vote FOR the election of Philip J. Facchina (Item 3) and re-election of Shawn Tomasello (Item 4c) is warranted as no material issues have been identified regarding board and committee composition resulting from their nomination.A vote AGAINST the re-election of Michael Spooner (Item 4A) is warranted. He is classified as a non-independent non-executive director, due to excessive tenure on the board of 17 years and concerns are raised for board succession. He serves as a non-independent Chair of the Audit and Risk Committee, which is only 33 percent independent and non-independent member of Nomination and Remuneration which are not majority independent (only 50 percent independent).A vote AGAINST the re-election of Joseph R. Swedish (Item 4B) is warranted. He is chairman of the board and responsible for corporate governance structure of the company. All key board committees are not majority independent and Chairs of the key committees are classified as non-independent, being inconsistent with good corporate governance principles in the Australian market. Additionally, female director representation on the board stands at 12 percent, which falls short of meeting the guidelines of the ASX Corporate Governance Council Principles and Recommendations for larger companies in the ASX300 Index to have at least 30 percent of each gender represented on the board.
Mesoblast Ltd.	MSB	Australia	29/11/2021	Elect Director	Elect Joseph R. Swedish as Director	Against	Against	A vote FOR the election of Philip J. Facchina (Item 3) and re-election of Shawn Tomasello (Item 4c) is warranted as no material issues have been identified regarding board and committee composition resulting from their nomination.A vote AGAINST the re-election of Michael Spooner (Item 4A) is warranted. He is classified as a non-independent non-executive director, due to excessive tenure on the board of 17 years and concerns are raised for board succession. He serves as a non-independent Chair of the Audit and Risk Committee, which is only 33 percent independent and non-independent member of Nomination and Remuneration which are not majority independent (only 50 percent independent).A vote AGAINST the re-election of Joseph R. Swedish (Item 4B) is warranted. He is chairman of the board and responsible for corporate governance structure of the company. All key board committees are not majority independent and Chairs of the key committees are classified as non-independent, being inconsistent with good corporate governance principles in the Australian market. Additionally, female director representation on the board stands at 12 percent, which falls short of meeting the guidelines of the ASX Corporate Governance Council Principles and Recommendations for larger companies in the ASX300 Index to have at least 30 percent of each gender represented on the board.
Mesoblast Ltd.	MSB	Australia	29/11/2021	Elect Director	Elect Shawn Cline Tomasello as Director	For	For	A vote FOR the election of Philip J. Facchina (Item 3) and re-election of Shawn Tomasello (Item 4c) is warranted as no material issues have been identified regarding board and committee composition resulting from their nomination.A vote AGAINST the re-election of Michael Spooner (Item 4A) is warranted. He is classified as a non-independent non-executive director, due to excessive tenure on the board of 17 years and concerns are raised for board succession. He serves as a non-independent Chair of the Audit and Risk Committee, which is only 33 percent independent and non-independent member of Nomination and Remuneration which are not majority independent (only 50 percent independent).A vote AGAINST the re-election of Joseph R. Swedish (Item 4B) is warranted. He is chairman of the board and responsible for corporate governance structure of the company. All key board committees are not majority independent and Chairs of the key committees are classified as non-independent, being inconsistent with good corporate governance principles in the Australian market. Additionally, female director representation on the board stands at 12 percent, which falls short of meeting the guidelines of the ASX Corporate Governance Council Principles and Recommendations for larger companies in the ASX300 Index to have at least 30 percent of each gender represented on the board.
Mesoblast Ltd.	MSB	Australia	29/11/2021	Approve Stock Option Plan Grants	Approve Issuance of Options to Philip J. Facchina	Against	Against	A vote AGAINST the issuance of options to Philip J. Facchina is warranted. The grant of time-based performance-linked options to NEDs is not accepted under Australian investor guidelines as it may have an impact of impairing an NED's decision-making.
Mesoblast Ltd.	MSB	Australia	29/11/2021	Approve Stock Option Plan Grants	Approve Issuance of LTI Options to Silviu Itescu	Against	Against	A vote AGAINST the issuance of LTI Options to the CEO Silviu Itescu is warranted. The following concerns are raised:" The quantum of the grant is high compare to market peers and 200 percent of the CEO's fixed remuneration;" The options are eligible for vesting in three equal annual tranches subject to the achievement of the pre-determined milestones, which is inconsistent with the minimum accepted practice in this market for an LTI grant of a three year performance period;" The performance criteria are various undisclosed operational milestones, being inconsistent with market practice for LTI's to be linked directly to objective company performance and shareholder return measures; and" The dilutionary effect of all outstanding awards under the company's employee share option plans is high;" The board retains considerable discretion upon a change of control event.
Mesoblast Ltd.	MSB	Australia	29/11/2021	Renew Partial Takeover Provision	Approve Renewal of Proportional Takeover Provisions	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.

Mesoblast Ltd.	MSB	Australia	29/11/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Shares and Warrants to Sophisticated and Professional Investors	Against	Against	A vote AGAINST this resolution is warranted. Although the issuance and use of funds is towards ongoing operations and advance manufacturing, development and commercialization of its lead product, given this is an R&D company, the recommendation is to highlight concerns that* there is greater than 10 percent dilution, and* disclosure indicates that the issuance was made to sophisticated and professional investors under a private placement led by a strategic US investor group, suggesting that a broader range of the company's shareholders were not entitled to participate.
MSCI Inc.	MSCI	USA	26/04/2022	Elect Director	Elect Director Henry A. Fernandez	For	For	A vote FOR the director nominees is warranted.
MSCI Inc.	MSCI	USA	26/04/2022	Elect Director	Elect Director Robert G. Ashe	For	For	A vote FOR the director nominees is warranted.
MSCI Inc.	MSCI	USA	26/04/2022	Elect Director	Elect Director Wayne Edmunds	For	For	A vote FOR the director nominees is warranted.
MSCI Inc.	MSCI	USA	26/04/2022	Elect Director	Elect Director Catherine R. Kinney	For	For	A vote FOR the director nominees is warranted.
MSCI Inc.	MSCI	USA	26/04/2022	Elect Director	Elect Director Jacques P. Perold	For	For	A vote FOR the director nominees is warranted.
MSCI Inc.	MSCI	USA	26/04/2022	Elect Director	Elect Director Sandy C. Rattray	For	For	A vote FOR the director nominees is warranted.
MSCI Inc.	MSCI	USA	26/04/2022	Elect Director	Elect Director Linda H. Riefler	For	For	A vote FOR the director nominees is warranted.
MSCI Inc.	MSCI	USA	26/04/2022	Elect Director	Elect Director Marcus L. Smith	For	For	A vote FOR the director nominees is warranted.
MSCI Inc.	MSCI	USA	26/04/2022	Elect Director	Elect Director Rajat Tanaja	For	For	A vote FOR the director nominees is warranted.
MSCI Inc.	MSCI	USA	26/04/2022	Elect Director	Elect Director Paula Volent	For	For	A vote FOR the director nominees is warranted.
MSCI Inc.	MSCI	USA	26/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily linked to pre-set financial metrics and the CEO's equity awards are entirely performance-conditioned and subject to multi-year performance periods. With that said, concerns are raised regarding the structure of the PSUs that provide for an outsized maximum payout at 300 percent of target.
MSCI Inc.	MSCI	USA	26/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Microsoft Corporation	MSFT	USA	30/11/2021	Elect Director	Elect Director Reid G. Hoffman	For	For	A vote FOR the director nominees is warranted.
Microsoft Corporation	MSFT	USA	30/11/2021	Elect Director	Elect Director John W. Thompson	For	For	A vote FOR the director nominees is warranted.
Microsoft Corporation	MSFT	USA	30/11/2021	Elect Director	Elect Director Emma N. Walmsley	For	For	A vote FOR the director nominees is warranted.
Microsoft Corporation	MSFT	USA	30/11/2021	Elect Director	Elect Director Padmasree Warrior	For	For	A vote FOR the director nominees is warranted.
Microsoft Corporation	MSFT	USA	30/11/2021	Elect Director	Elect Director Hugh F. Johnston	For	For	A vote FOR the director nominees is warranted.
Microsoft Corporation	MSFT	USA	30/11/2021	Elect Director	Elect Director Teri L. List	For	For	A vote FOR the director nominees is warranted.
Microsoft Corporation	MSFT	USA	30/11/2021	Elect Director	Elect Director Satya Nadella	For	For	A vote FOR the director nominees is warranted.
Microsoft Corporation	MSFT	USA	30/11/2021	Elect Director	Elect Director Sandra E. Peterson	For	For	A vote FOR the director nominees is warranted.
Microsoft Corporation	MSFT	USA	30/11/2021	Elect Director	Elect Director Penny S. Pritzker	For	For	A vote FOR the director nominees is warranted.
Microsoft Corporation	MSFT	USA	30/11/2021	Elect Director	Elect Director Carlos A. Rodriguez	For	For	A vote FOR the director nominees is warranted.
Microsoft Corporation	MSFT	USA	30/11/2021	Elect Director	Elect Director Charles W. Scharf	For	For	A vote FOR the director nominees is warranted.
Microsoft Corporation	MSFT	USA	30/11/2021	Elect Director	Elect Director John W. Stanton	For	For	A vote FOR the director nominees is warranted.
Microsoft Corporation	MSFT	USA	30/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. In FY21, CEO Nadella's base salary remained well above the median reported base salary for the Sustainability Advisory Services-selected peer group, as well as for the company's peer group. Further, concerns are raised surrounding the magnitude and design of a new hire grant, which was not performance conditioned. While there are some concerns regarding the company's one-time move to semi-annual performance goals in the FY21 incentive program, LTI changes are reasonable and do not appear to have drastically altered payouts for the most recently completed performance cycle. The company did make several improvements to the pay program in FY21. Performance equity now constitutes 70 percent of the CEO's LTI pay mix, and his STI is predominantly based on pre-set financial metrics. Further, the company's financial performance has been very strong, and the quantitative incentive goals appear rigorous. Nevertheless, shareholders are advised to continue to closely monitor pay program decisions going forward.
Microsoft Corporation	MSFT	USA	30/11/2021	Approve Qualified Employee Stock Purchase Plan	Approve Qualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted given that the purchase price is reasonable, the number of shares reserved is relatively conservative, and the offering period is within the prescribed limits.
Microsoft Corporation	MSFT	USA	30/11/2021	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Microsoft Corporation	MSFT	USA	30/11/2021	Gender Pay Gap	Report on Gender/Racial Pay Gap	For	For	A vote FOR this proposal is warranted, as shareholders could benefit from the median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.
Microsoft Corporation	MSFT	USA	30/11/2021	Workplace Sexual Harassment	Report on Effectiveness of Workplace Sexual Harassment Policies	For	For	A vote FOR this proposal is warranted as the company faces potential controversies related to workplace sexual harassment and gender discrimination. Additional information on the company's sexual harassment policies and the implementation of these policies would help shareholders better assess how the company is addressing such risks.
Microsoft Corporation	MSFT	USA	30/11/2021	Miscellaneous Proposal - Environmental & Social	Prohibit Sales of Facial Recognition Technology to All Government Entities	Against	Against	A vote AGAINST this proposal is warranted, as there does not appear to be strong evidence to suggest that management and the board are neglecting a material risk, and the proposal's request is overly prescriptive.
Microsoft Corporation	MSFT	USA	30/11/2021	Labor Issues - Discrimination and Miscellaneous	Report on Implementation of the Fair Chance Business Pledge	For	For	A vote FOR this resolution is warranted, as shareholders would benefit from additional information allowing them to better assess how the company has implemented the Fair Chance Business Pledge and measure the progress of its various diversity and inclusion initiatives.
Microsoft Corporation	MSFT	USA	30/11/2021	Political Activities and Action	Report on Lobbying Activities Alignment with Company Policies	For	For	A vote FOR this proposal is warranted, as a report on the congruency of the company's public position with its and its political partners' lobbying positions would provide shareholders needed information about reputational risks that may arise from publicity around perceived inconsistencies.
Motorola Solutions, Inc.	MSI	USA	17/05/2022	Elect Director	Elect Director Gregory Q. Brown	For	For	A vote AGAINST Egon Durban and Gregory (Greg) Mondre is warranted for serving as non-independent members of a key board committee. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted at this time.
Motorola Solutions, Inc.	MSI	USA	17/05/2022	Elect Director	Elect Director Kenneth D. Denman	For	For	A vote AGAINST Egon Durban and Gregory (Greg) Mondre is warranted for serving as non-independent members of a key board committee. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted at this time.
Motorola Solutions, Inc.	MSI	USA	17/05/2022	Elect Director	Elect Director Egon P. Durban	Against	Against	A vote AGAINST Egon Durban and Gregory (Greg) Mondre is warranted for serving as non-independent members of a key board committee. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted at this time.
Motorola Solutions, Inc.	MSI	USA	17/05/2022	Elect Director	Elect Director Ayanna M. Howard	For	For	A vote AGAINST Egon Durban and Gregory (Greg) Mondre is warranted for serving as non-independent members of a key board committee. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted at this time.
Motorola Solutions, Inc.	MSI	USA	17/05/2022	Elect Director	Elect Director Clayton M. Jones	For	For	A vote AGAINST Egon Durban and Gregory (Greg) Mondre is warranted for serving as non-independent members of a key board committee. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted at this time.
Motorola Solutions, Inc.	MSI	USA	17/05/2022	Elect Director	Elect Director Judy C. Lewent	For	For	A vote AGAINST Egon Durban and Gregory (Greg) Mondre is warranted for serving as non-independent members of a key board committee. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted at this time.
Motorola Solutions, Inc.	MSI	USA	17/05/2022	Elect Director	Elect Director Gregory K. Mondre	Against	Against	A vote AGAINST Egon Durban and Gregory (Greg) Mondre is warranted for serving as non-independent members of a key board committee. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted at this time.
Motorola Solutions, Inc.	MSI	USA	17/05/2022	Elect Director	Elect Director Joseph M. Tucci	For	For	A vote AGAINST Egon Durban and Gregory (Greg) Mondre is warranted for serving as non-independent members of a key board committee. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted at this time.
Motorola Solutions, Inc.	MSI	USA	17/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditor	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Motorola Solutions, Inc.	MSI	USA	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives are largely based on pre-set financial metrics. Long-term incentives are majority performance-based and rely on multiyear performance periods. Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Motorola Solutions, Inc.	MSI	USA	17/05/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	A vote FOR this proposal to ratify the auditor is warranted.
M&T Bank Corporation	MTB	USA	25/04/2022	Elect Director	Elect Director John P. Barnes	For	For	A vote FOR the director nominees is warranted.
M&T Bank Corporation	MTB	USA	25/04/2022	Elect Director	Elect Director Richard H. Ledgett, Jr.	For	For	A vote FOR the director nominees is warranted.
M&T Bank Corporation	MTB	USA	25/04/2022	Elect Director	Elect Director Melinda R. Rich	For	For	A vote FOR the director nominees is warranted.
M&T Bank Corporation	MTB	USA	25/04/2022	Elect Director	Elect Director Robert E. Sadler, Jr.	For	For	A vote FOR the director nominees is warranted.
M&T Bank Corporation	MTB	USA	25/04/2022	Elect Director	Elect Director Denis J. Salamone	For	For	A vote FOR the director nominees is warranted.
M&T Bank Corporation	MTB	USA	25/04/2022	Elect Director	Elect Director John R. Scianelli	For	For	A vote FOR the director nominees is warranted.
M&T Bank Corporation	MTB	USA	25/04/2022	Elect Director	Elect Director Rudina Saeni	For	For	A vote FOR the director nominees is warranted.
M&T Bank Corporation	MTB	USA	25/04/2022	Elect Director	Elect Director Kirk W. Walters	For	For	A vote FOR the director nominees is warranted.
M&T Bank Corporation	MTB	USA	25/04/2022	Elect Director	Elect Director Herbert L. Washington	For	For	A vote FOR the director nominees is warranted.
M&T Bank Corporation	MTB	USA	25/04/2022	Elect Director	Elect Director Robert T. Brady	For	For	A vote FOR the director nominees is warranted.
M&T Bank Corporation	MTB	USA	25/04/2022	Elect Director	Elect Director Calvin G. Butler, Jr.	For	For	A vote FOR the director nominees is warranted.
M&T Bank Corporation	MTB	USA	25/04/2022	Elect Director	Elect Director Jane Chwick	For	For	A vote FOR the director nominees is warranted.
M&T Bank Corporation	MTB	USA	25/04/2022	Elect Director	Elect Director William F. Cruger, Jr.	For	For	A vote FOR the director nominees is warranted.
M&T Bank Corporation	MTB	USA	25/04/2022	Elect Director	Elect Director T. Jefferson Cunningham, III	For	For	A vote FOR the director nominees is warranted.
M&T Bank Corporation	MTB	USA	25/04/2022	Elect Director	Elect Director Gary N. Geisel	For	For	A vote FOR the director nominees is warranted.
M&T Bank Corporation	MTB	USA	25/04/2022	Elect Director	Elect Director Leslie V. Godridge	For	For	A vote FOR the director nominees is warranted.
M&T Bank Corporation	MTB	USA	25/04/2022	Elect Director	Elect Director Rene F. Jones	For	For	A vote FOR the director nominees is warranted.
M&T Bank Corporation	MTB	USA	25/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. Shareholders should continue to monitor pay outcomes in light of the degree to which discretion may ultimately influence awards. However, this concern has not resulted in a quantitative pay-for-performance misalignment for the year in review and the CEO's equity awards are largely subject to multi-year performance goals.
M&T Bank Corporation	MTB	USA	25/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.

Match Group, Inc.	MTCH	USA	8/06/2022	Elect Director	Elect Director Stephen Bailey	For	For	A vote FOR the director nominees is warranted.
Match Group, Inc.	MTCH	USA	8/06/2022	Elect Director	Elect Director Melissa Brenner	For	For	A vote FOR the director nominees is warranted.
Match Group, Inc.	MTCH	USA	8/06/2022	Elect Director	Elect Director Alan G. Spoon	For	For	A vote FOR the director nominees is warranted.
Match Group, Inc.	MTCH	USA	8/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Some concerns remain relating to discretionary bonus payouts with undisclosed weightings and to the relative stock price growth metric under the long-term incentive plan, as it targets median performance. Nonetheless, equity awards are primarily performance based.
Match Group, Inc.	MTCH	USA	8/06/2022	Advisory Vote on Say on Pay Frequency	Advisory Vote on Say on Pay Frequency	One Year	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.
Match Group, Inc.	MTCH	USA	8/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Mettler-Toledo International Inc.	MTD	USA	5/05/2022	Elect Director	Elect Director Robert F. Spoerry	For	For	A vote FOR the director nominees is warranted.
Mettler-Toledo International Inc.	MTD	USA	5/05/2022	Elect Director	Elect Director Wah-Hui Chu	For	For	A vote FOR the director nominees is warranted.
Mettler-Toledo International Inc.	MTD	USA	5/05/2022	Elect Director	Elect Director Domitille Doat-Le Bigot	For	For	A vote FOR the director nominees is warranted.
Mettler-Toledo International Inc.	MTD	USA	5/05/2022	Elect Director	Elect Director Olivier A. Filliol	For	For	A vote FOR the director nominees is warranted.
Mettler-Toledo International Inc.	MTD	USA	5/05/2022	Elect Director	Elect Director Elisha W. Finney	For	For	A vote FOR the director nominees is warranted.
Mettler-Toledo International Inc.	MTD	USA	5/05/2022	Elect Director	Elect Director Richard Francis	For	For	A vote FOR the director nominees is warranted.
Mettler-Toledo International Inc.	MTD	USA	5/05/2022	Elect Director	Elect Director Michael A. Kelly	For	For	A vote FOR the director nominees is warranted.
Mettler-Toledo International Inc.	MTD	USA	5/05/2022	Elect Director	Elect Director Thomas P. Salice	For	For	A vote FOR the director nominees is warranted.
Mettler-Toledo International Inc.	MTD	USA	5/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Mettler-Toledo International Inc.	MTD	USA	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review, though shareholders would benefit from improved disclosure in the annual incentive program.
Maytronics Ltd.	MTRN	Israel	25/01/2022	Approve Stock/Cash Award to Executive	Approve Retirement Grant to Eyal Tribler, Outgoing CEO	For	For	A vote FOR is warranted, as the size of the proposed retirement benefits is in line with recommended guidelines and the company has provided sufficient rationale.
Maytronics Ltd.	MTRN	Israel	25/01/2022	Approve/Amend Employment Agreements	Approve Employment Terms of Sharon Goldenberg, Incoming CEO	For	For	A vote FOR this item is warranted, as the company has provided sufficient information on the employment terms and there are no apparent concerns.
Maytronics Ltd.	MTRN	Israel	25/01/2022	Elect Director	Elect Shirir Kasher as Director	For	For	As the company has provided sufficient information on this proposal and as there are no concerns with the board and its committees' structure and functioning, this item warrants a vote FOR.
Maytronics Ltd.	MTRN	Israel	25/01/2022	Approve Transaction with a Related Party	Approve Related Party Transaction with Indirect Controller	For	For	Vote FOR because the company disclosed sufficient information regarding the proposed services agreement and there are no apparent concerns.
Maytronics Ltd.	MTRN	Israel	25/01/2022	Indicate Personal Interest in Proposed Agenda Item	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Refer	Against	Shareholders must indicate whether they are controlling shareholders or have a personal interest related to these agenda items, or else their ballots will be disqualified.
Maytronics Ltd.	MTRN	Israel	25/01/2022	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Refer	Against	If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.
Maytronics Ltd.	MTRN	Israel	25/01/2022	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Refer	Against	If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.
Maytronics Ltd.	MTRN	Israel	25/01/2022	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Refer	For	If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.
Maytronics Ltd.	MTRN	Israel	25/01/2022	Approve Remuneration Policy	Approve Amended Compensation Policy for the Directors and Officers of the Company	For	For	A vote FOR this item is warranted because the company discloses sufficient information on the amendment to its compensation policy and there are no known concerns with the amended terms as proposed by the company.
Maytronics Ltd.	MTRN	Israel	25/01/2022	Approve Stock Option Plan Grants	Approve Grant of Unregistered and Transferable Options Exercisable into Ordinary Shares to Sharon Goldenberg, CEO (Subject to Company's Option Plan)	For	For	A vote FOR this item is warranted as there are no apparent concerns with the proposed grants and the resulting potential dilution would not be excessive.
Maytronics Ltd.	MTRN	Israel	25/01/2022	Indicate Personal Interest in Proposed Agenda Item	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Refer	Against	Shareholders must indicate whether they are controlling shareholders or have a personal interest related to these agenda items, or else their ballots will not be counted.
Maytronics Ltd.	MTRN	Israel	25/01/2022	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Refer	Against	If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.
Maytronics Ltd.	MTRN	Israel	25/01/2022	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Refer	Against	If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.
Maytronics Ltd.	MTRN	Israel	25/01/2022	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Refer	For	If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.
Metcash Limited	MTS	Australia	1/09/2021	Elect Director	Elect Christine Holman as Director	For	For	A vote FOR the election of Christine Holman and Margaret (Margie) Haseltine and the re-election of Murray Jordan is warranted. No material issues regarding board and committee composition resulting from their election has been noted, nor any wider corporate governance concerns.
Metcash Limited	MTS	Australia	1/09/2021	Elect Director	Elect Margaret Haseltine as Director	For	For	A vote FOR the election of Christine Holman and Margaret (Margie) Haseltine and the re-election of Murray Jordan is warranted. No material issues regarding board and committee composition resulting from their election has been noted, nor any wider corporate governance concerns.
Metcash Limited	MTS	Australia	1/09/2021	Elect Director	Elect Murray Jordan as Director	For	For	A vote FOR the election of Christine Holman and Margaret (Margie) Haseltine and the re-election of Murray Jordan is warranted. No material issues regarding board and committee composition resulting from their election has been noted, nor any wider corporate governance concerns.
Metcash Limited	MTS	Australia	1/09/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted because: "There is low concern identified in the Sustainability Advisory Services pay-for-performance model." There was no increase to the CEO's fixed remuneration. Disclosure in the STI have improved over prior years, where the company now discloses specific and quantified targets, allowing shareholders the ability to determine the rigor hurdles and alignment with shareholder interests and expectations. This recommendation is qualified to highlight that specific 'threshold' and 'target' performance hurdles in the LTI continue to be not disclosed.
Metcash Limited	MTS	Australia	1/09/2021	Approve Share Plan Grant	Approve Grant of FY21 Performance Rights to Jeffery Adams	For	For	A qualified vote FOR the approval of the FY21 LTI grant to the CEO (Item 4a) and the FY22 LTI grant to the CEO (Item 4b) is warranted. The performance period and performance measures are broadly consistent with market practice and shareholder interests. The qualification is raised to highlight persisting concern for inadequate disclosure of specific LTI performance hurdles at threshold and target for both TSR and ROFE. Only the maximum for 100 percent vesting is disclosed in providing shareholders an indication of what the Board considers to be outperformance. Some shareholders may find it difficult to understand the lower end of performance of ROFE or TSR. Further concerns are raised that the company has not disclosed threshold or targets in justifying vesting, which is typically presented by many ASX200 companies. Finally, the board retains considerable discretion upon a change of control event, compared with better market practice of pro-rating equity awards based on the time elapsed and performance.
Metcash Limited	MTS	Australia	1/09/2021	Approve Share Plan Grant	Approve Grant of FY22 Performance Rights to Jeffery Adams	For	For	A qualified vote FOR the approval of the FY21 LTI grant to the CEO (Item 4a) and the FY22 LTI grant to the CEO (Item 4b) is warranted. The performance period and performance measures are broadly consistent with market practice and shareholder interests. The qualification is raised to highlight persisting concern for inadequate disclosure of specific LTI performance hurdles at threshold and target for both TSR and ROFE. Only the maximum for 100 percent vesting is disclosed in providing shareholders an indication of what the Board considers to be outperformance. Some shareholders may find it difficult to understand the lower end of performance of ROFE or TSR. Further concerns are raised that the company has not disclosed threshold or targets in justifying vesting, which is typically presented by many ASX200 companies. Finally, the board retains considerable discretion upon a change of control event, compared with better market practice of pro-rating equity awards based on the time elapsed and performance.
Metcash Limited	MTS	Australia	1/09/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Non-Executive Directors' Aggregate Fee Pool	For	For	A vote FOR this resolution is warranted. The headroom in the existing cap will be insufficient to accommodate the appointment of more than one director as part of board refreshment or to fill a vacancy.
Micron Technology, Inc.	MU	USA	13/01/2022	Elect Director	Elect Director Richard M. Beyer	For	For	A vote FOR the director nominees is warranted.
Micron Technology, Inc.	MU	USA	13/01/2022	Elect Director	Elect Director Lynn A. Dugle	For	For	A vote FOR the director nominees is warranted.
Micron Technology, Inc.	MU	USA	13/01/2022	Elect Director	Elect Director Steven J. Gomo	For	For	A vote FOR the director nominees is warranted.
Micron Technology, Inc.	MU	USA	13/01/2022	Elect Director	Elect Director Linnie Haynesworth	For	For	A vote FOR the director nominees is warranted.

Micron Technology, Inc.	MU	USA	13/01/2022	Elect Director	Elect Director Mary Pat McCarthy	For	For	A vote FOR the director nominees is warranted.
Micron Technology, Inc.	MU	USA	13/01/2022	Elect Director	Elect Director Sanjay Mehrotra	For	For	A vote FOR the director nominees is warranted.
Micron Technology, Inc.	MU	USA	13/01/2022	Elect Director	Elect Director Robert E. Switz	For	For	A vote FOR the director nominees is warranted.
Micron Technology, Inc.	MU	USA	13/01/2022	Elect Director	Elect Director MaryAnn Wright	For	For	A vote FOR the director nominees is warranted.
Micron Technology, Inc.	MU	USA	13/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Shareholders would benefit from more substantial disclosure of performance objectives for the company's incentive programs.
Micron Technology, Inc.	MU	USA	13/01/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Myer Holdings Ltd.	MYR	Australia	4/11/2021	Elect Director	Elect An Mervis as Director	For	For	A vote FOR these nominees is warranted.
Myer Holdings Ltd.	MYR	Australia	4/11/2021	Elect Director	Elect Jacquie Naylor as Director	For	For	A vote FOR these nominees is warranted.
Myer Holdings Ltd.	MYR	Australia	4/11/2021	Elect Director	Elect Dave Whittle as Director	For	For	A vote FOR these nominees is warranted.
Myer Holdings Ltd.	MYR	Australia	4/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the adoption of the remuneration report is warranted.
Myer Holdings Ltd.	MYR	Australia	4/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to John King	For	For	A vote FOR this resolution is warranted.
Myer Holdings Ltd.	MYR	Australia	4/11/2021	Approve the Spill Resolution	Approve Conditional Spill Resolution	Against	Against	A vote AGAINST this resolution is warranted.
Mayne Pharma Group Limited	MYX	Australia	23/11/2021	Elect Director	Elect Frank Condella as Director	For	For	A vote FOR the re-election of Frank Condella (Item 1) and Patrick Blake (Item 3) is warranted as no material issues have been identified regarding board and committee composition resulting from their nominations, nor any wider corporate governance concerns. A qualified vote FOR the election of Carolyn Myers (Item 4) is warranted given she is a non-independent director and a substantial shareholder representative of Mithra which owns 9.57 percent of the company's shares. Her nomination contributes to a lower level of board independence. A qualified vote FOR the re-election of Ian Scholes (Item 2) is warranted on the basis that he is classified as a non-independent non-executive director due to excessive tenure and he serves as Chairman of the Audit and Risk Committee.
Mayne Pharma Group Limited	MYX	Australia	23/11/2021	Elect Director	Elect Ian Scholes as Director	For	For	A vote FOR the re-election of Frank Condella (Item 1) and Patrick Blake (Item 3) is warranted as no material issues have been identified regarding board and committee composition resulting from their nominations, nor any wider corporate governance concerns. A qualified vote FOR the election of Carolyn Myers (Item 4) is warranted given she is a non-independent director and a substantial shareholder representative of Mithra which owns 9.57 percent of the company's shares. Her nomination contributes to a lower level of board independence. A qualified vote FOR the re-election of Ian Scholes (Item 2) is warranted on the basis that he is classified as a non-independent non-executive director due to excessive tenure and he serves as Chairman of the Audit and Risk Committee.
Mayne Pharma Group Limited	MYX	Australia	23/11/2021	Elect Director	Elect Patrick Blake as Director	For	For	A vote FOR the re-election of Frank Condella (Item 1) and Patrick Blake (Item 3) is warranted as no material issues have been identified regarding board and committee composition resulting from their nominations, nor any wider corporate governance concerns. A qualified vote FOR the election of Carolyn Myers (Item 4) is warranted given she is a non-independent director and a substantial shareholder representative of Mithra which owns 9.57 percent of the company's shares. Her nomination contributes to a lower level of board independence. A qualified vote FOR the re-election of Ian Scholes (Item 2) is warranted on the basis that he is classified as a non-independent non-executive director due to excessive tenure and he serves as Chairman of the Audit and Risk Committee.
Mayne Pharma Group Limited	MYX	Australia	23/11/2021	Elect Director	Elect Carolyn Myers as Director	For	For	A vote FOR the re-election of Frank Condella (Item 1) and Patrick Blake (Item 3) is warranted as no material issues have been identified regarding board and committee composition resulting from their nominations, nor any wider corporate governance concerns. A qualified vote FOR the election of Carolyn Myers (Item 4) is warranted given she is a non-independent director and a substantial shareholder representative of Mithra which owns 9.57 percent of the company's shares. Her nomination contributes to a lower level of board independence. A qualified vote FOR the re-election of Ian Scholes (Item 2) is warranted on the basis that he is classified as a non-independent non-executive director due to excessive tenure and he serves as Chairman of the Audit and Risk Committee.
Mayne Pharma Group Limited	MYX	Australia	23/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted. Remuneration outcomes are not excessive, adequately structured and aligned with the company's results and performance and shareholder outcomes for the period under review. The CEO's remuneration is comprised of fixed remuneration and a substantial equity grant which amalgamates traditional STI and LTI structures. Presently, nearly all loan shares and options previously granted as the LTI are out-of-the-money and require a significant increase in the company's share price to realise value. This presently demonstrates reasonable alignment of executive and shareholders outcomes. Given there is no STI, and the LTI represents a significantly portion of the CEO's total remuneration, executive remuneration in this regard is appropriately aligned with shareholder interests. There have been enhancements to the vesting and performance conditions of the LTI compared to prior years, including: "an upward revision of TSR hurdles;" a reduction in the proportion that vest at the minimum performance hurdle; and "a reduction to the loan multiplier that applies to Executive Share Loan Scheme.
Mayne Pharma Group Limited	MYX	Australia	23/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Scott Richards	For	For	A qualified FOR the grant of performance rights to the CEO is warranted.* The board is responding to shareholder concerns to address dilution concerns by utilising 100 percent performance rights. Similar to the prior year, the LTI tranches have positive TSR hurdles which ensure alignment of executive remuneration with shareholder returns. Nevertheless, ongoing concerns remain in this grant of performance rights as follows: "the quantum of the award is excessive relative to market cap peers;" 50 percent of the award has vesting periods of less than the accepted market practice of three years; and "multiple re-testing opportunities are available over the five-year life of the award, although the vesting condition continues through years 4 and 5 which mitigates some concern.
National Bank of Canada	NA	Canada	22/04/2022	Elect Director	Elect Director Maryse Bertrand	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
National Bank of Canada	NA	Canada	22/04/2022	Elect Director	Elect Director Rebecca McKillop	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
National Bank of Canada	NA	Canada	22/04/2022	Elect Director	Elect Director Robert Pare	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
National Bank of Canada	NA	Canada	22/04/2022	Elect Director	Elect Director Lino A. Saputo	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
National Bank of Canada	NA	Canada	22/04/2022	Elect Director	Elect Director Andree Savoie	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
National Bank of Canada	NA	Canada	22/04/2022	Elect Director	Elect Director Macky Tall	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
National Bank of Canada	NA	Canada	22/04/2022	Elect Director	Elect Director Pierre Thabet	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
National Bank of Canada	NA	Canada	22/04/2022	Elect Director	Elect Director Pierre Blouin	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
National Bank of Canada	NA	Canada	22/04/2022	Elect Director	Elect Director Pierre Boivin	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
National Bank of Canada	NA	Canada	22/04/2022	Elect Director	Elect Director Yvon Charest	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
National Bank of Canada	NA	Canada	22/04/2022	Elect Director	Elect Director Patricia Curadeau-Grou	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
National Bank of Canada	NA	Canada	22/04/2022	Elect Director	Elect Director Laurent Ferreira	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
National Bank of Canada	NA	Canada	22/04/2022	Elect Director	Elect Director Jean Houde	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
National Bank of Canada	NA	Canada	22/04/2022	Elect Director	Elect Director Karan Kinsley	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
National Bank of Canada	NA	Canada	22/04/2022	Elect Director	Elect Director Lynn Loewen	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
National Bank of Canada	NA	Canada	22/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote on Executive Compensation Approach	For	For	Vote FOR this non-binding advisory vote as there are no significant issues at this time.
National Bank of Canada	NA	Canada	22/04/2022	Ratify Auditors	Ratify Deloitte LLP as Auditors	For	For	Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (11 percent) were reasonable relative to total fees paid to the auditor.
National Bank of Canada	NA	Canada	22/04/2022	Company-Specific--Governance-Related	SP 1: Examine the Possibility of Becoming a Benefit Company	Against	Against	A vote AGAINST this shareholder proposal is warranted at this time. The bank appears to have demonstrated its commitment to operating responsibly and sustainably and creating value for all of its stakeholders without the need to modify the bank's articles of incorporation to become a benefit company. The bank provides comprehensive disclosure about actions it has taken that show a commitment to healthy communities and sustainable and fair operations. In addition, the bank has disclosed an oversight structure in place to ensure that it is operating in an ethical, socially responsible and environmentally conscious manner. There are many unknowns associated with the benefit corporation structure and it is not clear that a conversion would cause any change in its business practices. In addition, the bank indicates that "the Board believes that becoming a benefit company would not significantly change how the Bank does business. Also, it would not change the substantial role already held by the Bank's stakeholders." As such, the request for the board to take steps to change the form of company incorporation does not appear to be necessary and this proposal does not warrant support.
National Bank of Canada	NA	Canada	22/04/2022	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	SP 2: Adopt a Policy of Holding an Advisory Vote on the Bank's Environmental and Climate Action Plan and Objectives	For	For	A vote FOR this proposal is warranted. Additional information on the company's plans to reduce its GHG emissions would enable investors to better understand how the company is managing its climate change related risks. Adoption of this proposal would also allow shareholders to express their opinions on the climate risk management practices of the company.
National Bank of Canada	NA	Canada	22/04/2022	Company-Specific -- Miscellaneous	SP 3: Adopt French as the Official Language of the Bank	Against	Against	A vote AGAINST this shareholder proposal is warranted at this time. The bank has been applying the provisions of the Charter of the French Language and holds a Francization Certificate and has a Francization Committee. It is headquartered in Montreal and in Quebec, French is the official language. The bank has already noted that all its shareholder meetings held in Quebec are delivered in French with excerpts in another language. All meeting documents are also available in French. The bank emphasizes it is gradually developing its international operations and ensures that it is always able to serve and communicate with its stakeholders in French while not excluding the use of English and, where possible, other languages. Considering the above and the fact that the bank is already complying with all laws and regulations applicable to doing business Quebec, including those that pertain to the French language, the request of the proponent pertaining to amend bank's by-laws to include French as the official language of the bank appears to be overly prescriptive and hence a vote AGAINST this shareholder proposal is warranted at this time.
National Australia Bank Limited	NAB	Australia	17/12/2021	Elect Director	Elect Anne Loveridge as Director	For	For	A qualified vote FOR the re-election of Anne Loveridge is warranted. The qualification relates to governance concerns previously identified regarding Anne Loveridge's role as Chair of the Remuneration Committee, where problematic pay practices were observed which were misaligned with the risk, cultural, reputation and governance failures highlighted in the Royal Commission.
National Australia Bank Limited	NAB	Australia	17/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted given that no material disconnect between pay and performance and shareholder outcomes has been observed. The qualification is to highlight some concern that the Board has used its discretion to amend the 2016 LTI vesting outcome upwards by amending the TSR of NAB and peer companies to account for differences in the timing of ex-dividend dates.
National Australia Bank Limited	NAB	Australia	17/12/2021	Approve Share Plan Grant	Approve Grant of Deferred Rights to Ross McEwan	For	For	A vote FOR these items is warranted. The quantum of the rights granted is not excessive or inconsistent with peers. The terms of the equity grants are not problematic and consistent with Australian market and regulatory expectations for the financial services sector.
National Australia Bank Limited	NAB	Australia	17/12/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Ross McEwan	For	For	A vote FOR these items is warranted. The quantum of the rights granted is not excessive or inconsistent with peers. The terms of the equity grants are not problematic and consistent with Australian market and regulatory expectations for the financial services sector.
National Australia Bank Limited	NAB	Australia	17/12/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted, as the request to amend the company's constitution is potentially broad with no regulatory framework to oversee shareholder proposals. The Board has confirmed its willingness to consult with the shareholder proponents with a view to addressing shareholder requirements.

National Australia Bank Limited	NAB	Australia	17/12/2021	Report on Climate Change	Approve Transition Planning Disclosure	For	For	A vote FOR this resolution is warranted, as shareholders would benefit from more information on how the company is assessing and managing any potential risks related to climate change. Furthermore, shareholders would benefit from a stronger alignment between the company's stated goals and its actions regarding corporate responsibility.
Nanosonics Limited	NAN	Australia	19/11/2021	Elect Director	Elect David Fisher as Director	For	For	A qualified vote FOR the re-election of David Fisher (Item 1) is warranted because, although he is a non-independent director serving on the Audit Committee, the board is majority independent. Mr Fisher is classified as non-independent under ISS Australian Policy due to his excessive tenure on the board (>12 years). The qualification is based concerns regarding the structure of the Audit Committee as it does not comprise entirely of independent non-executive directors. A vote FOR the re-election of Geoff Wilson (Item 2) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
Nanosonics Limited	NAN	Australia	19/11/2021	Elect Director	Elect Geoff Wilson as Director	For	For	A qualified vote FOR the re-election of David Fisher (Item 1) is warranted because, although he is a non-independent director serving on the Audit Committee, the board is majority independent. Mr Fisher is classified as non-independent under ISS Australian Policy due to his excessive tenure on the board (>12 years). The qualification is based concerns regarding the structure of the Audit Committee as it does not comprise entirely of independent non-executive directors. A vote FOR the re-election of Geoff Wilson (Item 2) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
Nanosonics Limited	NAN	Australia	19/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted because remuneration policies and practices are not excessive, fixed remuneration and STI bonus are in line with market peers, and 100 percent of FY17 LTI vesting do not appear to be materially misaligned with company performance. However, shareholders should be concerned that: "There is a continued lack of disclosure of specific and quantified STI performance hurdles, diminishing shareholders' ability to adequately assess performance against pre-determined targets;" "The company disclosed that PBT exceeded the stretch hurdle. However, given that PBT decreased by 11.8 percent over the prior year, shareholders may question the rigor of this STI target; and" "The quantum of the LTI grant is higher than the market peers.
Nanosonics Limited	NAN	Australia	19/11/2021	Approve Share Plan Grant	Approve Issuance of Service Rights to Michael Kavanagh	For	For	A vote FOR the grant of service rights to the CEO (Item 4) is warranted because it represents the deferred component of the CEO's FY21 STI which achieves alignment longer-term shareholder interests. A vote FOR the grant of performance rights and SARs to the CEO as his LTI (Item 5) is warranted on the basis that the structure of the grant is broadly aligned with shareholders' outcome and market practices.
Nanosonics Limited	NAN	Australia	19/11/2021	Approve Share Plan Grant	Approve Issuance of Share Appreciation Rights and Performance Rights to Michael Kavanagh	For	For	A vote FOR the grant of service rights to the CEO (Item 4) is warranted because it represents the deferred component of the CEO's FY21 STI which achieves alignment longer-term shareholder interests. A vote FOR the grant of performance rights and SARs to the CEO as his LTI (Item 5) is warranted on the basis that the structure of the grant is broadly aligned with shareholders' outcome and market practices.
Nanosonics Limited	NAN	Australia	19/11/2021	Adopt New Articles of Association/Charter	Adopt New Constitution	For	For	A vote FOR this resolution is warranted as no material concerns have been identified and the amendments are not contentious.
Nanosonics Limited	NAN	Australia	19/11/2021	Renew Partial Takeover Provision	Approve Proportional Takeover Provisions in Constitution	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Norwegian Cruise Line Holdings Ltd.	NCLH	Bermuda	16/06/2022	Elect Director	Elect Director Frank J. Del Rio	For	For	A vote FOR the director nominees is warranted.
Norwegian Cruise Line Holdings Ltd.	NCLH	Bermuda	16/06/2022	Elect Director	Elect Director Harry C. Curtis	For	For	A vote FOR the director nominees is warranted.
Norwegian Cruise Line Holdings Ltd.	NCLH	Bermuda	16/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. The compensation committee has demonstrated only a limited degree of responsiveness to shareholders' concerns following a failed say-on-pay vote last year. While the committee made certain positive changes, shareholders may have expected an affirmative commitment to not repeat incentive program adjustments and one-time awards in connection with the impacts of the ongoing pandemic. In addition, although the CEO's pay declined year-over-year given that he did not receive any one-time awards or payouts, his total pay remained relatively high. Some shareholders may object to the company's continued comparing of pay to peers that reflect the company's pre-pandemic economic situation and not the current reality of severe negative impacts to the company's financial and operational performance as well as share price. The CEO's elevated pay level is not substantiated by long-term share price or financial performance.
Norwegian Cruise Line Holdings Ltd.	NCLH	Bermuda	16/06/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSO), a vote FOR this proposal is warranted.
Norwegian Cruise Line Holdings Ltd.	NCLH	Bermuda	16/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Norwegian Cruise Line Holdings Ltd.	NCLH	Bermuda	16/06/2022	Stock Retention/Holding Period	Adopt Share Retention Policy For Senior Executives	For	For	A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.
Newcrest Mining Ltd.	NCM	Australia	10/11/2021	Elect Director	Elect Jane McAloon as Director	For	For	A vote FOR the election of Jane McAloon and the re-election of Peter Tomsett and Philip Aiken is warranted as no material issues have been identified regarding board and committee composition resulting from their nomination, nor any wider corporate governance issues.
Newcrest Mining Ltd.	NCM	Australia	10/11/2021	Elect Director	Elect Peter Tomsett as Director	For	For	A vote FOR the election of Jane McAloon and the re-election of Peter Tomsett and Philip Aiken is warranted as no material issues have been identified regarding board and committee composition resulting from their nomination, nor any wider corporate governance issues.
Newcrest Mining Ltd.	NCM	Australia	10/11/2021	Elect Director	Elect Philip Aiken as Director	For	For	A vote FOR the election of Jane McAloon and the re-election of Peter Tomsett and Philip Aiken is warranted as no material issues have been identified regarding board and committee composition resulting from their nomination, nor any wider corporate governance issues.
Newcrest Mining Ltd.	NCM	Australia	10/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Sandeep Biswas	For	For	A vote FOR this resolution is warranted.* The grant is in line with market having a relevant mix of performance measures (including relative AISC, relative TSR and ROCE).** Vesting hurdles appear to be sufficiently rigorous, with the exception of the ROCE threshold. The three-year performance period is in line with market with a further one-year holding period.* There is no re-testing; and** The number of rights allocated is based on face value rather than a discounted fair value. Concerns for shareholders include the high quantum of the awards to the CEO relative to market median and the discretion afforded to the board to alter the final vesting outcome.
Newcrest Mining Ltd.	NCM	Australia	10/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted given no material misalignment between pay and performance and shareholder outcomes is observed in the period under review. The STI and LTI plans have an appropriate mix and weighting to performance measures and STI and LTI outcomes are sufficient consistent with performance targets and results. However, the qualification exists due to ongoing concerns for shareholders that include:* The high quantum of the CEO's total remuneration.* The specific and quantified targets of the STI continue to be undisclosed.* Rigor and performance period of the LTI.* Awarding sign-on grants to incoming senior executives negates the intention of awarding such deferred incentives to achieve corporate objectives when prospective employers offer to either pay them out or offer a commencement bonus.
Newcrest Mining Ltd.	NCM	Australia	10/11/2021	Approve or Amend Severance Agreements/Change-in-Control Agreements	Approve Termination Benefits	For	For	A vote FOR this resolution is warranted because the potential termination benefits that may be paid are generally in accordance with the relevant employees' employment contracts or form part of the company's policies or incentive plan rules. The company has appropriate 'good leaver' provisions which are not considered to be extreme or out of sync with market practices. Shareholder concerns include the ability for the board to exercise its discretion to accelerate payment of a pro-rata incentive payment without appropriate achievement of performance conditions and the potential to adjust performance conditions.
Nasdaq, Inc.	NDAQ	USA	22/06/2022	Elect Director	Elect Director Melissa M. Arnoldi	For	For	A vote FOR the director nominees is warranted.
Nasdaq, Inc.	NDAQ	USA	22/06/2022	Elect Director	Elect Director Charlene T. Begley	For	For	A vote FOR the director nominees is warranted.
Nasdaq, Inc.	NDAQ	USA	22/06/2022	Elect Director	Elect Director Steven D. Black	For	For	A vote FOR the director nominees is warranted.
Nasdaq, Inc.	NDAQ	USA	22/06/2022	Elect Director	Elect Director Adena T. Friedman	For	For	A vote FOR the director nominees is warranted.
Nasdaq, Inc.	NDAQ	USA	22/06/2022	Elect Director	Elect Director Essa Kazim	For	For	A vote FOR the director nominees is warranted.
Nasdaq, Inc.	NDAQ	USA	22/06/2022	Elect Director	Elect Director Thomas A. Kloet	For	For	A vote FOR the director nominees is warranted.
Nasdaq, Inc.	NDAQ	USA	22/06/2022	Elect Director	Elect Director John D. Rainey	For	For	A vote FOR the director nominees is warranted.
Nasdaq, Inc.	NDAQ	USA	22/06/2022	Elect Director	Elect Director Michael R. Splinter	For	For	A vote FOR the director nominees is warranted.
Nasdaq, Inc.	NDAQ	USA	22/06/2022	Elect Director	Elect Director Toni Townes-Whitley	For	For	A vote FOR the director nominees is warranted.
Nasdaq, Inc.	NDAQ	USA	22/06/2022	Elect Director	Elect Director Alfred W. Zalar	For	For	A vote FOR the director nominees is warranted.
Nasdaq, Inc.	NDAQ	USA	22/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.
Nasdaq, Inc.	NDAQ	USA	22/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Nasdaq, Inc.	NDAQ	USA	22/06/2022	Approve Stock Split	Approve Stock Split	For	For	A vote FOR this proposal is warranted given the compelling rationale for the stock split and that the number of authorized shares will be adjusted proportionately.
Nasdaq, Inc.	NDAQ	USA	22/06/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as a lower ownership threshold to call a special meeting would improve shareholder rights.
Nordson Corporation	NDSN	USA	1/03/2022	Elect Director	Elect Director John A. DeFord	For	For	A vote FOR the director nominees is warranted.
Nordson Corporation	NDSN	USA	1/03/2022	Elect Director	Elect Director Jennifer A. Parmentier	For	For	A vote FOR the director nominees is warranted.
Nordson Corporation	NDSN	USA	1/03/2022	Elect Director	Elect Director Victor L. Richey, Jr.	For	For	A vote FOR the director nominees is warranted.
Nordson Corporation	NDSN	USA	1/03/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Nordson Corporation	NDSN	USA	1/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Annual incentives are entirely performance-based and long-term performance awards utilize multi-year performance periods. Rationale and details for the modification to the FY20 performance shares metrics were fully disclosed and the one-time retention equity award is modest and entirely performance-based.
Nearmap Ltd.	NEA	Australia	11/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted as the company's remuneration framework is consistent with market practices and remuneration outcomes are reasonably aligned with performance for the year under review.* A majority of the STI is based on a financial metric with clearly disclosed targets and actual achievement levels;* STI outcomes are not excessive and are aligned with improved company performance;* The FY21 LTI has a three-year performance period and a rigorous performance hurdle;* FY18 LTI outcomes are aligned with shareholder outcomes over the three-year performance period.
Nearmap Ltd.	NEA	Australia	11/11/2021	Elect Director	Elect Ross Norgard as Director	For	For	A qualified vote FOR director nominee Ross Norgard is warranted because, although he is classified as a non-independent director serving on Audit and Risk Management Committee, the board and its key committees are majority independent.
Nearmap Ltd.	NEA	Australia	11/11/2021	Approve Stock Option Plan Grants	Approve Grant of Director Options to Robert Newman	For	For	A vote FOR this item is warranted as the terms of the proposed equity plan are not problematic.
Nearmap Ltd.	NEA	Australia	11/11/2021	Approve Executive Share Option Plan	Approve Nearmap Ltd Employee Share Option Plan	For	For	A vote FOR this resolution is warranted. Although the plan provides for the automatic acceleration of awards upon a change in control event, there are no other material corporate governance concerns regarding the description and broad terms and conditions of the plan disclosed in this item. Non-executive directors are also not eligible to participate in the plan.

Nearmap Ltd.	NEA	Australia	11/11/2021	Approve Restricted Stock Plan	Approve Matching Share Rights Plan	For	For	A vote FOR this proposal is warranted since: " The proposed Matching Share Rights Plan creates an incentive for all employees to increase shareholdings, which further enhances their alignment with shareholder interests, outweighing dilutive costs; and" The plan is subject to ASX dilution limits and caps employee contributions to 10 percent of their after-tax base salary.
Nine Entertainment Co. Holdings Limited	NEC	Australia	11/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted because: " The quantitative pay for performance model indicates a low level of concern for misalignment of pay, performance and shareholder outcomes;" There is improved disclosure on EBIT target in the STI, which allow shareholders to assess the rigor of the EBIT target and results. However, shareholders will seek continued improvement in transparency given threshold and maximum performance hurdles for EBIT were not disclosed;" The STI bonus and LTI vesting are well aligned with the company's improved financial performance over prior year and strong shareholder returns over short-term and long-term periods;" The new CEO's fixed remuneration is less than that of the former CEO and in line with median of similar sized companies and ISS-selected peers. The chair's and non-executive directors' fees were also in line with market peers; and" The company repaid \$2.3 million of JobKeeper wage subsidies during the year.The qualification is to highlight concerns regarding the continued absence of disclosure on the EPS growth and digital growth targets in the LTI grant as well as specific and quantified non-financial targets in the STI plan. Without such disclosure, shareholders are limited in their assessment of the link between pay and performance.
Nine Entertainment Co. Holdings Limited	NEC	Australia	11/11/2021	Elect Director	Elect Catherine West as Director	For	For	A vote FOR the election/re-election of independent non-executive director Catherine West (Item 2) and non-independent non-executive director Andrew Lancaster (Item 3) is warranted as there are no material concerns regarding board and committee composition resulting from their nomination.
Nine Entertainment Co. Holdings Limited	NEC	Australia	11/11/2021	Elect Director	Elect Andrew Lancaster as Director	For	For	A vote FOR the election/re-election of independent non-executive director Catherine West (Item 2) and non-independent non-executive director Andrew Lancaster (Item 3) is warranted as there are no material concerns regarding board and committee composition resulting from their nomination.
Nine Entertainment Co. Holdings Limited	NEC	Australia	11/11/2021	Approve Share Plan Grant	Approve Grant of 2021 Performance Rights to Michael Sneesby	For	For	A qualified vote FOR the grant of FY21 performance rights (Item 4) and FY22 performance rights (Item 5) to new CEO Michael Sneesby is warranted. The quantum of the CEO's LTI appears reasonable relative to peers and considering the company's improved financial and share performance. In addition, the performance period and the metrics (e.g. relative TSR and EPS growth) are generally consistent with market practice and shareholder interests.The qualification is to highlight concerns regarding the continued absence of disclosure on the EPS and strategic digital growth targets that would enable shareholders to determine the rigor of such targets and the extent of alignment with improved shareholder outcomes.
Nine Entertainment Co. Holdings Limited	NEC	Australia	11/11/2021	Approve Share Plan Grant	Approve Grant of 2022 Performance Rights to Michael Sneesby	For	For	A qualified vote FOR the grant of FY21 performance rights (Item 4) and FY22 performance rights (Item 5) to new CEO Michael Sneesby is warranted. The quantum of the CEO's LTI appears reasonable relative to peers and considering the company's improved financial and share performance. In addition, the performance period and the metrics (e.g. relative TSR and EPS growth) are generally consistent with market practice and shareholder interests.The qualification is to highlight concerns regarding the continued absence of disclosure on the EPS and strategic digital growth targets that would enable shareholders to determine the rigor of such targets and the extent of alignment with improved shareholder outcomes.
NextEra Energy, Inc.	NEE	USA	19/05/2022	Elect Director	Elect Director Sherry S. Barrat	Against	Against	Votes AGAINST Board Chair James Robo and Lead Director Sherry Barrat are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
NextEra Energy, Inc.	NEE	USA	19/05/2022	Elect Director	Elect Director James L. Camaren	For	For	Votes AGAINST Board Chair James Robo and Lead Director Sherry Barrat are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
NextEra Energy, Inc.	NEE	USA	19/05/2022	Elect Director	Elect Director Kenneth B. Dunn	For	For	Votes AGAINST Board Chair James Robo and Lead Director Sherry Barrat are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
NextEra Energy, Inc.	NEE	USA	19/05/2022	Elect Director	Elect Director Naren K. Gursahanye	For	For	Votes AGAINST Board Chair James Robo and Lead Director Sherry Barrat are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
NextEra Energy, Inc.	NEE	USA	19/05/2022	Elect Director	Elect Director Kirk S. Hachigian	For	For	Votes AGAINST Board Chair James Robo and Lead Director Sherry Barrat are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
NextEra Energy, Inc.	NEE	USA	19/05/2022	Elect Director	Elect Director John W. Ketchum	For	For	Votes AGAINST Board Chair James Robo and Lead Director Sherry Barrat are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
NextEra Energy, Inc.	NEE	USA	19/05/2022	Elect Director	Elect Director Amy B. Lane	For	For	Votes AGAINST Board Chair James Robo and Lead Director Sherry Barrat are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
NextEra Energy, Inc.	NEE	USA	19/05/2022	Elect Director	Elect Director Dawd L. Porges	For	For	Votes AGAINST Board Chair James Robo and Lead Director Sherry Barrat are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
NextEra Energy, Inc.	NEE	USA	19/05/2022	Elect Director	Elect Director James L. Robo	Against	Against	Votes AGAINST Board Chair James Robo and Lead Director Sherry Barrat are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
NextEra Energy, Inc.	NEE	USA	19/05/2022	Elect Director	Elect Director Rudy E. Schupp	For	For	Votes AGAINST Board Chair James Robo and Lead Director Sherry Barrat are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
NextEra Energy, Inc.	NEE	USA	19/05/2022	Elect Director	Elect Director John L. Skolds	For	For	Votes AGAINST Board Chair James Robo and Lead Director Sherry Barrat are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
NextEra Energy, Inc.	NEE	USA	19/05/2022	Elect Director	Elect Director John Arthur Stall	For	For	Votes AGAINST Board Chair James Robo and Lead Director Sherry Barrat are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
NextEra Energy, Inc.	NEE	USA	19/05/2022	Elect Director	Elect Director Darryl L. Wilson	For	For	Votes AGAINST Board Chair James Robo and Lead Director Sherry Barrat are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
NextEra Energy, Inc.	NEE	USA	19/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
NextEra Energy, Inc.	NEE	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.
NextEra Energy, Inc.	NEE	USA	19/05/2022	Board Diversity	Disclose a Board Diversity and Qualifications Matrix	For	For	A vote FOR this proposal is warranted due to: " A policy to disclose the diversity at board level is consistent with the company's stated policies and current initiatives for promoting diversity at the workplace; and " The resolution does not appear to fetter the company's ability to promote or recruit experienced competent executives with suitable skill sets specific to the company's needs.
NextEra Energy, Inc.	NEE	USA	19/05/2022	Report on EEO	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	For	For	A vote FOR this proposal is warranted, as additional diversity-related disclosure would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.
Newmont Corporation	NEM	USA	21/04/2022	Elect Director	Elect Director Patrick G. Awuah, Jr.	For	For	A vote FOR the director nominees is warranted.
Newmont Corporation	NEM	USA	21/04/2022	Elect Director	Elect Director Thomas Palmer	For	For	A vote FOR the director nominees is warranted.
Newmont Corporation	NEM	USA	21/04/2022	Elect Director	Elect Director Julio M. Quintana	For	For	A vote FOR the director nominees is warranted.
Newmont Corporation	NEM	USA	21/04/2022	Elect Director	Elect Director Susan N. Story	For	For	A vote FOR the director nominees is warranted.
Newmont Corporation	NEM	USA	21/04/2022	Elect Director	Elect Director Gregory H. Boyce	For	For	A vote FOR the director nominees is warranted.
Newmont Corporation	NEM	USA	21/04/2022	Elect Director	Elect Director Bruce R. Brook	For	For	A vote FOR the director nominees is warranted.
Newmont Corporation	NEM	USA	21/04/2022	Elect Director	Elect Director Maura Clark	For	For	A vote FOR the director nominees is warranted.
Newmont Corporation	NEM	USA	21/04/2022	Elect Director	Elect Director Emma FitzGerald	For	For	A vote FOR the director nominees is warranted.
Newmont Corporation	NEM	USA	21/04/2022	Elect Director	Elect Director Mary A. Laschinger	For	For	A vote FOR the director nominees is warranted.
Newmont Corporation	NEM	USA	21/04/2022	Elect Director	Elect Director Jose Manuel Madero	For	For	A vote FOR the director nominees is warranted.
Newmont Corporation	NEM	USA	21/04/2022	Elect Director	Elect Director Rene Medori	For	For	A vote FOR the director nominees is warranted.
Newmont Corporation	NEM	USA	21/04/2022	Elect Director	Elect Director Jane Nelson	For	For	A vote FOR the director nominees is warranted.
Newmont Corporation	NEM	USA	21/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Short- and long-term incentives are primarily performance-based, and the long-term awards utilized multi-year performance periods. Although the committee adjusted some of the STI targets towards the end of the year, the rationale and impact on final payouts were disclosed. The adjustments did not raise payouts for the company performance portion above the target level and aggregate payouts were lower than the prior year.
Newmont Corporation	NEM	USA	21/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Nemetschek SE	NEM	Germany	12/05/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)			This is a non-voting item.
Nemetschek SE	NEM	Germany	12/05/2022	Approve Remuneration Policy	Approve Remuneration Policy	Against	Against	A vote AGAINST this proposal is warranted because: " The proposed policy contains significant scope for discretion via guaranteed bonuses and undefined adjustments to the variable components. " The level of disclosure is below market standards, where there is lack of detailed disclosure on weights and targets of the performance criteria. " Granted awards under the share-based remuneration component vest in less than three years.
Nemetschek SE	NEM	Germany	12/05/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Supervisory Board	For	For	A vote FOR the proposed change in the remuneration schedule for supervisory board members is warranted.
Nemetschek SE	NEM	Germany	12/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 0.39 per Share	For	For	A vote FOR this resolution is warranted.
Nemetschek SE	NEM	Germany	12/05/2022	Approve Discharge of Management Board	Approve Discharge of Management Board for Fiscal Year 2021	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.

Nemetschek SE	NEM	Germany	12/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Supervisory Board Member Kurt Dobitsch for Fiscal Year 2021	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Nemetschek SE	NEM	Germany	12/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Supervisory Board Member Georg Nemetschek for Fiscal Year 2021	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Nemetschek SE	NEM	Germany	12/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Supervisory Board Member Ruediger Herzog for Fiscal Year 2021	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Nemetschek SE	NEM	Germany	12/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Supervisory Board Member Bill Krouch for Fiscal Year 2021	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Nemetschek SE	NEM	Germany	12/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Nemetschek SE	NEM	Germany	12/05/2022	Approve Increase in Size of Board	Approve Increase in Size of Board to Six Members	For	For	A vote FOR this proposal is warranted.
Nemetschek SE	NEM	Germany	12/05/2022	Elect Supervisory Board Member	Elect Kurt Dobitsch to the Supervisory Board	Against	Against	Votes AGAINST the non-independent nominees, Kurt Dobitsch, Patricia Geibel-Conrad, Christine Schoeneweis, Andreas Soeffing and Gernot Strube, are warranted because of the failure to establish a majority-independent board. Votes AGAINST all nominees are further warranted because their proposed length of term is more than four years. Votes AGAINST the non-independent audit committee members, Kurt Dobitsch and Patricia Geibel-Conrad, are warranted because the company has failed to establish a sufficiently independent audit committee. A vote FOR Georg Nemetschek as honorary chairman to the supervisory board is warranted as the proposal is non-contentious.
Nemetschek SE	NEM	Germany	12/05/2022	Elect Supervisory Board Member	Elect Bill Krouch to the Supervisory Board	Against	Against	Votes AGAINST the non-independent nominees, Kurt Dobitsch, Patricia Geibel-Conrad, Christine Schoeneweis, Andreas Soeffing and Gernot Strube, are warranted because of the failure to establish a majority-independent board. Votes AGAINST all nominees are further warranted because their proposed length of term is more than four years. Votes AGAINST the non-independent audit committee members, Kurt Dobitsch and Patricia Geibel-Conrad, are warranted because the company has failed to establish a sufficiently independent audit committee. A vote FOR Georg Nemetschek as honorary chairman to the supervisory board is warranted as the proposal is non-contentious.
Nemetschek SE	NEM	Germany	12/05/2022	Elect Supervisory Board Member	Elect Patricia Geibel-Conrad to the Supervisory Board	Against	Against	Votes AGAINST the non-independent nominees, Kurt Dobitsch, Patricia Geibel-Conrad, Christine Schoeneweis, Andreas Soeffing and Gernot Strube, are warranted because of the failure to establish a majority-independent board. Votes AGAINST all nominees are further warranted because their proposed length of term is more than four years. Votes AGAINST the non-independent audit committee members, Kurt Dobitsch and Patricia Geibel-Conrad, are warranted because the company has failed to establish a sufficiently independent audit committee. A vote FOR Georg Nemetschek as honorary chairman to the supervisory board is warranted as the proposal is non-contentious.
Nemetschek SE	NEM	Germany	12/05/2022	Elect Supervisory Board Member	Elect Gernot Strube to the Supervisory Board	Against	Against	Votes AGAINST the non-independent nominees, Kurt Dobitsch, Patricia Geibel-Conrad, Christine Schoeneweis, Andreas Soeffing and Gernot Strube, are warranted because of the failure to establish a majority-independent board. Votes AGAINST all nominees are further warranted because their proposed length of term is more than four years. Votes AGAINST the non-independent audit committee members, Kurt Dobitsch and Patricia Geibel-Conrad, are warranted because the company has failed to establish a sufficiently independent audit committee. A vote FOR Georg Nemetschek as honorary chairman to the supervisory board is warranted as the proposal is non-contentious.
Nemetschek SE	NEM	Germany	12/05/2022	Elect Supervisory Board Member	Elect Christine Schoeneweis to the Supervisory Board	Against	Against	Votes AGAINST the non-independent nominees, Kurt Dobitsch, Patricia Geibel-Conrad, Christine Schoeneweis, Andreas Soeffing and Gernot Strube, are warranted because of the failure to establish a majority-independent board. Votes AGAINST all nominees are further warranted because their proposed length of term is more than four years. Votes AGAINST the non-independent audit committee members, Kurt Dobitsch and Patricia Geibel-Conrad, are warranted because the company has failed to establish a sufficiently independent audit committee. A vote FOR Georg Nemetschek as honorary chairman to the supervisory board is warranted as the proposal is non-contentious.
Nemetschek SE	NEM	Germany	12/05/2022	Elect Supervisory Board Member	Elect Andreas Soeffing to the Supervisory Board	Against	Against	Votes AGAINST the non-independent nominees, Kurt Dobitsch, Patricia Geibel-Conrad, Christine Schoeneweis, Andreas Soeffing and Gernot Strube, are warranted because of the failure to establish a majority-independent board. Votes AGAINST all nominees are further warranted because their proposed length of term is more than four years. Votes AGAINST the non-independent audit committee members, Kurt Dobitsch and Patricia Geibel-Conrad, are warranted because the company has failed to establish a sufficiently independent audit committee. A vote FOR Georg Nemetschek as honorary chairman to the supervisory board is warranted as the proposal is non-contentious.
Nemetschek SE	NEM	Germany	12/05/2022	Elect Supervisory Board Member	Elect Georg Nemetschek as Honorary Chairman of the Supervisory Board	For	For	Votes AGAINST the non-independent nominees, Kurt Dobitsch, Patricia Geibel-Conrad, Christine Schoeneweis, Andreas Soeffing and Gernot Strube, are warranted because of the failure to establish a majority-independent board. Votes AGAINST all nominees are further warranted because their proposed length of term is more than four years. Votes AGAINST the non-independent audit committee members, Kurt Dobitsch and Patricia Geibel-Conrad, are warranted because the company has failed to establish a sufficiently independent audit committee. A vote FOR Georg Nemetschek as honorary chairman to the supervisory board is warranted as the proposal is non-contentious.
Nemetschek SE	NEM	Germany	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the remuneration report is warranted because: * Overall disclosure levels are poor as compared to market practice. * There is no meaningful information regarding the average remuneration of employees in a manner which would permit a comparison with directors' remuneration. * CEO received guaranteed variable compensation for FY2021. * Targets and achievement levels under the variable compensation framework are not disclosed on an ex-post basis.
Neste Corp.	NESTE	Finland	30/03/2022	Open Meeting	Open Meeting			These are routine meeting formalities.
Neste Corp.	NESTE	Finland	30/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report (Advisory Vote)	For	For	A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice. However, concerns are noted with regard to lack of retrospective disclosure of targets attached to variable remuneration.
Neste Corp.	NESTE	Finland	30/03/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of EUR 78,100 for Chairman, EUR 54,400 for Vice Chairman, and EUR 37,900 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	For	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.
Neste Corp.	NESTE	Finland	30/03/2022	Fix Number of Directors and/or Auditors	Fix Number of Directors at Nine	For	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board .
Neste Corp.	NESTE	Finland	30/03/2022	Elect Directors (Bundled)	Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Martina Floel, Jari Rosendal, Johanna Soderstrom and Marco Wiren (Vice Chair) as Directors; Elect Just Jansz and Eeva Sipilä as New Directors	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Neste Corp.	NESTE	Finland	30/03/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Approve Remuneration of Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Neste Corp.	NESTE	Finland	30/03/2022	Ratify Auditors	Ratify KPMG as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Neste Corp.	NESTE	Finland	30/03/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.
Neste Corp.	NESTE	Finland	30/03/2022	Close Meeting	Close Meeting			This is a non-voting formality.
Neste Corp.	NESTE	Finland	30/03/2022	Call the Meeting to Order	Call the Meeting to Order			These are routine meeting formalities.
Neste Corp.	NESTE	Finland	30/03/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or Vote Tabulation	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting			These are routine meeting formalities.
Neste Corp.	NESTE	Finland	30/03/2022	Acknowledge Proper Convening of Meeting	Acknowledge Proper Convening of Meeting			These are routine meeting formalities.
Neste Corp.	NESTE	Finland	30/03/2022	Prepare and Approve List of Shareholders	Prepare and Approve List of Shareholders			These are routine meeting formalities.
Neste Corp.	NESTE	Finland	30/03/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report			This is a routine, non-voting item.
Neste Corp.	NESTE	Finland	30/03/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Neste Corp.	NESTE	Finland	30/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 0.82 Per Share	For	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Neste Corp.	NESTE	Finland	30/03/2022	Approve Discharge of Board and President	Approve Discharge of Board and President	For	For	A vote FOR this proposal is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
NetLinkz Limited	NET	Australia	22/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the adoption of the remuneration report is warranted. Qualification is on the basis of: * Unacceptable vesting period of awards;* Absence of performance hurdle; and* NEDs participation in incentive schemes.
NetLinkz Limited	NET	Australia	22/11/2021	Elect Director	Elect James Stickland as Director	Against	Against	Votes AGAINST incumbent nominee James Stickland are warranted for lack of gender diversity on the board.Votes FOR Stephen Gibbs are warranted.
NetLinkz Limited	NET	Australia	22/11/2021	Elect Director	Elect Stephen Gibbs as Director	For	For	Votes AGAINST incumbent nominee James Stickland are warranted for lack of gender diversity on the board.Votes FOR Stephen Gibbs are warranted.
NetLinkz Limited	NET	Australia	22/11/2021	Grant Equity Award to Third Party	Ratify Past Issuance of Shares to Integrated CFO Solutions Pty Ltd, Selligro Pty Ltd and Systemic Pty Ltd	For	For	A vote FOR this resolution is warranted.
NetLinkz Limited	NET	Australia	22/11/2021	Grant Equity Award to Third Party	Ratify Past Issuance of Shares to SASSAV Global Limited	For	For	A vote FOR this resolution is warranted.
NetLinkz Limited	NET	Australia	22/11/2021	Approve Exchange of Debt for Equity	Ratify Past Issuance of Shares to Singara Pty Limited	For	For	A vote FOR this resolution is warranted.
Cloudflare, Inc.	NET	USA	2/06/2022	Elect Director	Elect Director Mark Anderson	Withhold	Withhold	WITHHOLD votes are warranted for incumbent directors Mark Anderson and Carl Ledbetter given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the classified board, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for incumbent Nominating Committee chair Carl Ledbetter for lack of racial or ethnic diversity on the board. A vote FOR new director nominee Mark Hawkins is warranted.
Cloudflare, Inc.	NET	USA	2/06/2022	Elect Director	Elect Director Mark Hawkins	For	For	WITHHOLD votes are warranted for incumbent directors Mark Anderson and Carl Ledbetter given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the classified board, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for incumbent Nominating Committee chair Carl Ledbetter for lack of racial or ethnic diversity on the board. A vote FOR new director nominee Mark Hawkins is warranted.

Cloudfare, Inc.	NET	USA	2/06/2022	Elect Director	Elect Director Carl Ledbetter	Withhold	Withhold	WITHHOLD votes are warranted for incumbent directors Mark Anderson and Carl Ledbetter given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the classified board, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for incumbent Nominating Committee chair Carl Ledbetter for lack of racial or ethnic diversity on the board. A vote FOR new director nominee Mark Hawkins is warranted.
Cloudfare, Inc.	NET	USA	2/06/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Cloudfare, Inc.	NET	USA	2/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted due to concerns regarding the extreme magnitude of one-time awards to the co-CEOs. Even with rigorous performance vesting criteria, the values of the award opportunities are excessively large and other concerns are identified.
Cloudfare, Inc.	NET	USA	2/06/2022	Approve Stock Option Plan Grants	Approve Stock Option Grants	Against	Against	The magnitude of the awards is excessively large at \$620 million in total. The performance goals appear rigorous given that they required 615.6 percent stock price appreciation as of the grant date for the full award to vest and now require 1,734.7 percent appreciation based on the most recent stock price, but they also can be achieved over a long period of 10 years. Additional concerns noted are the lack of an apparent clawback policy, no adjustments to the award size when the co-founders would transition to executive chair or another C-suite position, and there is no apparent commitment not to grant additional awards during the term of the performance awards. In light of these concerns, a vote AGAINST this proposal is warranted.
Netflix, Inc.	NFLX	USA	2/06/2022	Elect Director	Elect Director Timothy Haley	Withhold	Withhold	WITHHOLD votes are warranted for incumbent director nominees Timothy (Tim) Haley, Leslie Kilgore and Ann Mather, due to poor stewardship of the compensation program and repeated failures to address shareholders' concerns expressed through low say-on-pay support. Cautionary support FOR Strive Masiyiwa, a member of the Nominating and Governance Committee, is warranted as the company has been partially responsive to last year's majority-supported proposal requesting a report on political contributions.
Netflix, Inc.	NFLX	USA	2/06/2022	Elect Director	Elect Director Leslie Kilgore	Withhold	Withhold	WITHHOLD votes are warranted for incumbent director nominees Timothy (Tim) Haley, Leslie Kilgore and Ann Mather, due to poor stewardship of the compensation program and repeated failures to address shareholders' concerns expressed through low say-on-pay support. Cautionary support FOR Strive Masiyiwa, a member of the Nominating and Governance Committee, is warranted as the company has been partially responsive to last year's majority-supported proposal requesting a report on political contributions.
Netflix, Inc.	NFLX	USA	2/06/2022	Elect Director	Elect Director Strive Masiyiwa	For	For	WITHHOLD votes are warranted for incumbent director nominees Timothy (Tim) Haley, Leslie Kilgore and Ann Mather, due to poor stewardship of the compensation program and repeated failures to address shareholders' concerns expressed through low say-on-pay support. Cautionary support FOR Strive Masiyiwa, a member of the Nominating and Governance Committee, is warranted as the company has been partially responsive to last year's majority-supported proposal requesting a report on political contributions.
Netflix, Inc.	NFLX	USA	2/06/2022	Elect Director	Elect Director Ann Mather	Withhold	Withhold	WITHHOLD votes are warranted for incumbent director nominees Timothy (Tim) Haley, Leslie Kilgore and Ann Mather, due to poor stewardship of the compensation program and repeated failures to address shareholders' concerns expressed through low say-on-pay support. Cautionary support FOR Strive Masiyiwa, a member of the Nominating and Governance Committee, is warranted as the company has been partially responsive to last year's majority-supported proposal requesting a report on political contributions.
Netflix, Inc.	NFLX	USA	2/06/2022	Declassify the Board of Directors	Declassify the Board of Directors	For	For	A vote FOR this proposal is warranted as declassifying the board would enhance board accountability to shareholders and this proposal demonstrates a commitment to shareholders' interests on the part of management.
Netflix, Inc.	NFLX	USA	2/06/2022	Reduce Supermajority Vote Requirement	Eliminate Supermajority Voting Provisions	For	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.
Netflix, Inc.	NFLX	USA	2/06/2022	Provide Right to Call Special Meeting	Provide Right to Call Special Meeting	For	For	Currently, the company does not provide shareholders with the ability to call special meetings. Therefore, a vote FOR this proposal is warranted as it represents an enhancement to shareholders' rights.
Netflix, Inc.	NFLX	USA	2/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Netflix, Inc.	NFLX	USA	2/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. Despite several consecutive years of relatively low support for this proposal, the compensation committee has again failed to demonstrate meaningful responsiveness to shareholders' concerns. In addition, there are ongoing significant concerns regarding NEO pay structure. Pay almost entirely consists of base salaries and grants of fully-vested option awards, the specific allocation of which is at the individual's election, resulting in excessive base salaries for certain NEOs. Further, the lack of time- or performance-vesting incentives eliminates at-risk pay and diminishes the incentive value of compensation.
Netflix, Inc.	NFLX	USA	2/06/2022	Amend Vote Requirements to Amend Articles/Bylaws/Charter	Adopt Simple Majority Vote	For	For	A vote FOR this proposal is warranted given that elimination of the supermajority vote requirements would enhance shareholders' rights.
Netflix, Inc.	NFLX	USA	2/06/2022	Political Lobbying Disclosure	Report on Lobbying Payments and Policy	For	For	A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.
National Grid Plc	NG	United Kingdom	26/07/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
National Grid Plc	NG	United Kingdom	26/07/2021	Elect Director	Re-elect Amanda Mesler as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
National Grid Plc	NG	United Kingdom	26/07/2021	Elect Director	Re-elect Earl Shipp as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
National Grid Plc	NG	United Kingdom	26/07/2021	Elect Director	Re-elect Jonathan Silver as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
National Grid Plc	NG	United Kingdom	26/07/2021	Ratify Auditors	Reappoint Deloitte LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
National Grid Plc	NG	United Kingdom	26/07/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
National Grid Plc	NG	United Kingdom	26/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is warranted, although it is not without concern for shareholders:" The CFO has been granted an above-inflationary increase of 6.5% to his salary. The main reason for support is:" In line with its approach in recent years, the increase is consistent with the Company's previously stated intention to increase salaries to the market rate over time as executives develop in their roles;" The rebased fixed pay quantum is not considered excessive; and" No other significant concerns have been identified.
National Grid Plc	NG	United Kingdom	26/07/2021	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
National Grid Plc	NG	United Kingdom	26/07/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
National Grid Plc	NG	United Kingdom	26/07/2021	Approve Restricted Stock Plan	Approve Long Term Performance Plan	For	For	A vote FOR this resolution is warranted because no material concerns have been identified.
National Grid Plc	NG	United Kingdom	26/07/2021	Approve or Amend Option Plan for Overseas Employees	Approve US Employee Stock Purchase Plan	For	For	A vote FOR this resolution is warranted because the proposal will allow a scheme already approved by shareholders to be modified as necessary to enable it to be implemented outside the UK.
National Grid Plc	NG	United Kingdom	26/07/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
National Grid Plc	NG	United Kingdom	26/07/2021	Management Climate-Related Proposal	Approve Climate Change Commitments and Targets	For	For	A vote FOR this resolution is considered warranted, as no significant concerns have been identified.
National Grid Plc	NG	United Kingdom	26/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
National Grid Plc	NG	United Kingdom	26/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
National Grid Plc	NG	United Kingdom	26/07/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
National Grid Plc	NG	United Kingdom	26/07/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
National Grid Plc	NG	United Kingdom	26/07/2021	Adopt New Articles of Association/Charter	Adopt New Articles of Association	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
National Grid Plc	NG	United Kingdom	26/07/2021	Elect Director	Elect Paula Reynolds as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
National Grid Plc	NG	United Kingdom	26/07/2021	Elect Director	Re-elect John Pettigrew as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
National Grid Plc	NG	United Kingdom	26/07/2021	Elect Director	Re-elect Andy Agg as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
National Grid Plc	NG	United Kingdom	26/07/2021	Elect Director	Re-elect Mark Williamson as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
National Grid Plc	NG	United Kingdom	26/07/2021	Elect Director	Re-elect Jonathan Dawson as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
National Grid Plc	NG	United Kingdom	26/07/2021	Elect Director	Re-elect Therese Espery as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
National Grid Plc	NG	United Kingdom	26/07/2021	Elect Director	Re-elect Liz Hewitt as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
New Hope Corporation Limited	NHC	Australia	18/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted." The quantitative pay for performance analysis indicates a low level of concern for misalignment between pay and performance." STI outcomes are high but not inconsistent with the company's improved performance during the year." None of the current executive KMP had any LTIs that were due to vest during the year." Performance rights held by executive KMPs that have ceased employment with the company have all been forfeited.The qualification is to highlight persisting concerns regarding:" the continued excessive weighting to non-financial measures in the STI plan," the continued absence of transparency in the STI given there is no disclosure of the specific safety or profit or sales measures, absence of specific and quantified targets at 'threshold', 'target' and 'stretch' performance, and specific outcomes and achievements for each measure, and" the rigor of strategy plan delivery, which accounts for 25 percent of the LTI, given that shareholders would expect that delivering on a strategy is part of the "day job" of the CEO and executives, and success would appear in improved financial metrics and shareholder returns.
New Hope Corporation Limited	NHC	Australia	18/11/2021	Elect Director	Elect Todd Barlow as Director	Against	Against	A vote AGAINST the re-election of Todd Barlow is warranted." Barlow is a non-independent director on a majority non-independent board." He is a shareholder representative of WHSP which, at present has three representatives on the board (or 60 percent representation), being disproportionate with its shareholding of 39.85 percent." He is the chairman of the Nomination Committee and has accountability for gender diversity of 20 percent female director representation on the board which falls short of the ASX Corporate Governance Council guidelines." He is a member of the Audit and Risk Committee, which should be comprised solely of independent directors.A qualified vote FOR the re-election of Thomas Milner is warranted. He is also a non-independent director and a shareholder representative of WHSP. Two representatives on the board (or 40 percent board representation) would be representative of WHSP's shareholding in the company.
New Hope Corporation Limited	NHC	Australia	18/11/2021	Elect Director	Elect Thomas Milner as Director	For	For	A vote AGAINST the re-election of Todd Barlow is warranted." Barlow is a non-independent director on a majority non-independent board." He is a shareholder representative of WHSP which, at present has three representatives on the board (or 60 percent representation), being disproportionate with its shareholding of 39.85 percent." He is the chairman of the Nomination Committee and has accountability for gender diversity of 20 percent female director representation on the board which falls short of the ASX Corporate Governance Council guidelines." He is a member of the Audit and Risk Committee, which should be comprised solely of independent directors.A qualified vote FOR the re-election of Thomas Milner is warranted. He is also a non-independent director and a shareholder representative of WHSP. Two representatives on the board (or 40 percent board representation) would be representative of WHSP's shareholding in the company.

New Hope Corporation Limited	NHC	Australia	18/11/2021	Approve Issuance of Warrants/Convertible Debentures	Ratify Past Issuance of Convertible Notes to Eligible Investors	Against	Against	A vote AGAINST the ratification of the past issuance of convertible notes is warranted given the potential substantial dilution on conversion, 11.6 percent in ordinary circumstances, and the absence of a compelling case for the issuance and refreshment of the limit under ASX Listing Rule 7.1 at this time.
New Hope Corporation Limited	NHC	Australia	18/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted, as the request to amend the company's constitution is potentially broad with no regulatory framework to oversee shareholder proposals.
New Hope Corporation Limited	NHC	Australia	18/11/2021	Report on Climate Change	Approve Capital Protection	For	For	A vote FOR this resolution is warranted.* Disclosure appears inferior and the company does not appear to be taking sufficient steps to keep the market and shareholders appropriately informed of how its business is dealing with the impacts of climate change on product demand.* The company has not published its 2021 Sustainability Report at the time of writing on 5 November 2021. Based on available company documents (ie. 2020 Sustainability Report and 2021 AGM meeting documents), the company demonstrates inferior disclosure to shareholders and the market compared to better practices and expectations, given the absence of climate-related targets, scenario analysis and appropriate information on the impact of climate-related risks.
NIB Holdings Limited	NHF	Australia	4/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted because no material disconnect between pay and performance and shareholder outcomes has been identified at present. The STI plan has a mix of financial and non-financial measures and the LTI is based on relative TSR and EPS growth over a 4-year vesting period. STI and LTI outcomes are not inconsistent with the company's financial performance.Concerns for shareholders include the non-disclosure of specific and quantified targets in the STI plan preventing shareholders from objectively assessing the level of outperformance.
NIB Holdings Limited	NHF	Australia	4/11/2021	Elect Director	Elect Peter Harmer as Director	For	For	A vote FOR the election/re-election of independent non-executive directors Peter Harmer (Item 3) and Jacqueline Chow (Item 4) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
NIB Holdings Limited	NHF	Australia	4/11/2021	Elect Director	Elect Jacqueline Chow as Director	For	For	A vote FOR the election/re-election of independent non-executive directors Peter Harmer (Item 3) and Jacqueline Chow (Item 4) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
NIB Holdings Limited	NHF	Australia	4/11/2021	Approve Share Plan Grant	Approve Participation of Mark Fitzgibbon in the Long-Term Incentive Plan	For	For	A vote FOR the CEO's participation in the company's LTI plan is warranted. The grant of performance rights under the plan is consistent with market practice and prior year grants. The vesting period of four years is consistent with the move amongst larger companies for a performance period to be above the minimum of three years to better align with long-term shareholders, and the use of both relative TSR and absolute EPS as performance measures appear to align with shareholder interests.
NIB Holdings Limited	NHF	Australia	4/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted because:* The proposed amended constitution includes wording that explicitly states that the company may conduct meetings by using virtual-only means.* While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meetings, and the wording proposed in the amendments explicitly allow for this. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders.* It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic. However, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to shareholders in approving this provision at present; and* Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
NISource Inc.	NI	USA	24/05/2022	Elect Director	Elect Director Peter A. Altabef	For	For	A vote FOR the director nominees is warranted.
NISource Inc.	NI	USA	24/05/2022	Elect Director	Elect Director Sondra L. Barbour	For	For	A vote FOR the director nominees is warranted.
NISource Inc.	NI	USA	24/05/2022	Elect Director	Elect Director Theodore H. Bunting, Jr.	For	For	A vote FOR the director nominees is warranted.
NISource Inc.	NI	USA	24/05/2022	Elect Director	Elect Director Eric L. Butler	For	For	A vote FOR the director nominees is warranted.
NISource Inc.	NI	USA	24/05/2022	Elect Director	Elect Director Aristides S. Candris	For	For	A vote FOR the director nominees is warranted.
NISource Inc.	NI	USA	24/05/2022	Elect Director	Elect Director Deborah A. Henretta	For	For	A vote FOR the director nominees is warranted.
NISource Inc.	NI	USA	24/05/2022	Elect Director	Elect Director Deborah A. P. Hersman	For	For	A vote FOR the director nominees is warranted.
NISource Inc.	NI	USA	24/05/2022	Elect Director	Elect Director Michael E. Jesanis	For	For	A vote FOR the director nominees is warranted.
NISource Inc.	NI	USA	24/05/2022	Elect Director	Elect Director William D. Johnson	For	For	A vote FOR the director nominees is warranted.
NISource Inc.	NI	USA	24/05/2022	Elect Director	Elect Director Kevin T. Kabat	For	For	A vote FOR the director nominees is warranted.
NISource Inc.	NI	USA	24/05/2022	Elect Director	Elect Director Cassandra S. Lee	For	For	A vote FOR the director nominees is warranted.
NISource Inc.	NI	USA	24/05/2022	Elect Director	Elect Director Lloyd M. Yates	For	For	A vote FOR the director nominees is warranted.
NISource Inc.	NI	USA	24/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although certain concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
NISource Inc.	NI	USA	24/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
NISource Inc.	NI	USA	24/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right while the risk of abuse of the right would remain small.
Nickel Mines Limited	NIC	Australia	25/01/2022	Approve Acquisition OR Issue Shares in Connection with Acquisition	Approve Acquisition of Interest in Oracle Development Pte Ltd	For	For	A vote FOR the acquisition of a 70 percent interest in Oracle Development Pte Ltd (Oracle) is warranted on the basis that:* The acquisition is in line with the company's strategy which will allow it to diversify its production and income.* The acquisition is expected to be value accretive in the long term with the greater size of the company enhancing the liquidity of the company's shares on the ASX; and* The market reaction to the acquisition announcement was positive with no material governance concerns being noted.
Nickel Mines Limited	NIC	Australia	25/01/2022	Approve Issuance of Shares for a Private Placement	Approve Issuance of Shanghai Decent Shares to Shanghai Decent Investment (Group) Co., Ltd.	For	For	A vote FOR the approval of the issuance of shares pursuant to the Shanghai Decent Placement is warranted on the basis that the issuance is in connection with the company's acquisition of a 70 percent interest in Oracle Nickel Project, which is in line with the company's strategy.
Nickel Mines Limited	NIC	Australia	3/05/2022	Ratify Past Issuance of Shares	Ratify Past Issuance of Shares to Institutional and Sophisticated Investors	For	For	A vote FOR is warranted after considering that this issuance is used to fund the acquisition of the Oracle Nickel Project, and The level of dilution to non-participating shareholders does not raise any material concern..
Nickel Mines Limited	NIC	Australia	25/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the approval of the remuneration report is warranted as no material concerns are observed. Remuneration levels are not excessive and no variable remuneration has been paid or granted during F'21.
Nickel Mines Limited	NIC	Australia	3/05/2022	Elect Director	Elect James Crombie as Director	Against	Against	A vote AGAINST the re-election of James Crombie is warranted. He is classified as a non-independent non-executive director and serving on a board that is not majority independent. A vote AGAINST the re-election of Norman Seckold is warranted. Overboarding concerns are noted. He is also an executive director of the company, in addition to the managing director, and his presence contributed to the non-independence of the board, which comprises only 25 percent independent directors. Votes AGAINST incumbent Nominating Committee member Norman Seckold are further warranted for lack of diversity on the board.
Nickel Mines Limited	NIC	Australia	31/05/2022	Elect Director	Elect Norman Seckold as Director	Against	Against	A vote AGAINST the re-election of James Crombie is warranted. He is classified as a non-independent non-executive director and serving on a board that is not majority independent. A vote AGAINST the re-election of Norman Seckold is warranted. Overboarding concerns are noted. He is also an executive director of the company, in addition to the managing director, and his presence contributed to the non-independence of the board, which comprises only 25 percent independent directors. Votes AGAINST incumbent Nominating Committee member Norman Seckold are further warranted for lack of diversity on the board.
Nickel Mines Limited	NIC	Australia	31/05/2022	Change Company Name	Approve the Change of Company Name to Nickel Industries Limited	For	For	A vote FOR this resolution is warranted. The proposed name change is not contentious and would not adversely affect shareholders' rights.
Nickel Mines Limited	NIC	Australia	31/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted. * The proposed amendments to the constitution include wording that explicitly states that the company may conduct meetings by using virtual-only means. * Concerns are raised for any moves to completely eliminate any physical attendance at a meeting. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders. * Constitutional language providing for a hybrid meeting format, which includes physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would reasonably reflect the preferences of shareholders.
Nielsen Holdings Plc	NLSN	United Kingdom	17/05/2022	Authorize Directed Share Repurchase Program	Approve Share Repurchase Contracts and Repurchase Counterparties	For	For	A vote FOR this proposal is warranted given a lack of significant concerns regarding the terms of the repurchase contracts.
Nielsen Holdings Plc	NLSN	United Kingdom	17/05/2022	Elect Director	Elect Director James A. Atwood, Jr.	For	For	A vote FOR the director nominees is warranted.
Nielsen Holdings Plc	NLSN	United Kingdom	17/05/2022	Elect Director	Elect Director Thomas H. Castro	For	For	A vote FOR the director nominees is warranted.
Nielsen Holdings Plc	NLSN	United Kingdom	17/05/2022	Elect Director	Elect Director Guerinio De Luca	For	For	A vote FOR the director nominees is warranted.
Nielsen Holdings Plc	NLSN	United Kingdom	17/05/2022	Elect Director	Elect Director Karan M. Hoguet	For	For	A vote FOR the director nominees is warranted.
Nielsen Holdings Plc	NLSN	United Kingdom	17/05/2022	Elect Director	Elect Director David Kenny	For	For	A vote FOR the director nominees is warranted.
Nielsen Holdings Plc	NLSN	United Kingdom	17/05/2022	Elect Director	Elect Director Janice Marinelli Mazza	For	For	A vote FOR the director nominees is warranted.
Nielsen Holdings Plc	NLSN	United Kingdom	17/05/2022	Elect Director	Elect Director Jonathan F. Miller	For	For	A vote FOR the director nominees is warranted.
Nielsen Holdings Plc	NLSN	United Kingdom	17/05/2022	Elect Director	Elect Director Stephanie Plaines	For	For	A vote FOR the director nominees is warranted.
Nielsen Holdings Plc	NLSN	United Kingdom	17/05/2022	Elect Director	Elect Director Nancy Tellem	For	For	A vote FOR the director nominees is warranted.
Nielsen Holdings Plc	NLSN	United Kingdom	17/05/2022	Elect Director	Elect Director Lauren Zalaznick	For	For	A vote FOR the director nominees is warranted.
Nielsen Holdings Plc	NLSN	United Kingdom	17/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Nielsen Holdings Plc	NLSN	United Kingdom	17/05/2022	Ratify Auditors	Reappoint Ernst & Young LLP as UK Statutory Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Nielsen Holdings Plc	NLSN	United Kingdom	17/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorize the Audit Committee to Fix Remuneration of UK Statutory Auditor	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Nielsen Holdings Plc	NLSN	United Kingdom	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR the proposal is warranted, with caution. The annual bonus was based entirely on pre-set financial metrics with rigorous performance targets. The long-term incentive program utilizes a multi-year performance period and discloses forward-looking targets. Additionally, though the company granted one-time performance option grant, the value of the award was modest and requires significant share price appreciation in order to vest. Finally, closing-cycle performance equity vested below target, which aligns with recent company performance. However, there are concerns regarding the increase in the CEO's LTI grant value amid sustained negative TSR. The one-time performance option grant also utilizes only a 21 consecutive trading day stock price hurdle, which could reward executives for a short-term peak in performance. Continued close monitoring of equity award practices is warranted.
Nielsen Holdings Plc	NLSN	United Kingdom	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	As the company is classified as a U.S. domestic issuer and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned with the U.S. say-on-pay analysis. Accordingly, a vote FOR this proposal is warranted.
Nielsen Holdings Plc	NLSN	United Kingdom	17/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorize Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.

Nielsen Holdings Plc	NLSN	United Kingdom	17/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorize Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Nielsen Holdings Plc	NLSN	United Kingdom	17/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorize Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Northrop Grumman Corporation	NOC	USA	18/05/2022	Elect Director	Elect Director Kathy J. Warden	For	For	A vote FOR the director nominees is warranted.
Northrop Grumman Corporation	NOC	USA	18/05/2022	Elect Director	Elect Director Gary Roughead	For	For	A vote FOR the director nominees is warranted.
Northrop Grumman Corporation	NOC	USA	18/05/2022	Elect Director	Elect Director Thomas M. Schoewe	For	For	A vote FOR the director nominees is warranted.
Northrop Grumman Corporation	NOC	USA	18/05/2022	Elect Director	Elect Director James S. Turley	For	For	A vote FOR the director nominees is warranted.
Northrop Grumman Corporation	NOC	USA	18/05/2022	Elect Director	Elect Director Mark A. Welsh, III	For	For	A vote FOR the director nominees is warranted.
Northrop Grumman Corporation	NOC	USA	18/05/2022	Elect Director	Elect Director David P. Abney	For	For	A vote FOR the director nominees is warranted.
Northrop Grumman Corporation	NOC	USA	18/05/2022	Elect Director	Elect Director Marianne C. Brown	For	For	A vote FOR the director nominees is warranted.
Northrop Grumman Corporation	NOC	USA	18/05/2022	Elect Director	Elect Director Donald E. Felsing	For	For	A vote FOR the director nominees is warranted.
Northrop Grumman Corporation	NOC	USA	18/05/2022	Elect Director	Elect Director Ann M. Fudge	For	For	A vote FOR the director nominees is warranted.
Northrop Grumman Corporation	NOC	USA	18/05/2022	Elect Director	Elect Director William H. Hernandez	For	For	A vote FOR the director nominees is warranted.
Northrop Grumman Corporation	NOC	USA	18/05/2022	Elect Director	Elect Director Madeleine A. Kleiner	For	For	A vote FOR the director nominees is warranted.
Northrop Grumman Corporation	NOC	USA	18/05/2022	Elect Director	Elect Director Karl J. Krapek	For	For	A vote FOR the director nominees is warranted.
Northrop Grumman Corporation	NOC	USA	18/05/2022	Elect Director	Elect Director Graham N. Robinson	For	For	A vote FOR the director nominees is warranted.
Northrop Grumman Corporation	NOC	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay is conditioned on objective performance metrics and LTI awards are predominantly conditioned on long-term performance goals.
Northrop Grumman Corporation	NOC	USA	18/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Northrop Grumman Corporation	NOC	USA	18/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 25 percent to 10 percent would enhance shareholders' rights.
Novatti Group Ltd.	NOV	Australia	24/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the adoption of the remuneration report is warranted. The remuneration practices of the company on balance are in line with local market standards. It is also noted that there were no cash bonuses paid to executives, which is in line with company performance during the year. Nevertheless, shareholders may be concerned with the unsubstantiated substantial increases to the fixed remuneration of certain executives and the material terms of the options granted in FY21, which fall short of investor expectations.
Novatti Group Ltd.	NOV	Australia	24/11/2021	Elect Director	Elect Kenneth Lai as Director	Against	Against	A vote AGAINST the reelection of Kenneth Lai is warranted because: He is classified as a non-independent director on a non-majority independent board.* He attended less than 75 percent of board meetings he was eligible to attend in FY21.* He is an incumbent nominee and there is a lack of gender diversity on the board.
Novatti Group Ltd.	NOV	Australia	24/11/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve the Issuance of Up to 10 Percent of the Company's Issued Capital without Preemptive Rights	Against	Against	A vote AGAINST this resolution is warranted because the company did not provide specific reasons for seeking the authority and there appears to be no immediate need for the additional authority based on the company's most recent quarterly cash flow report.
Novatti Group Ltd.	NOV	Australia	24/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted. The proposed amendment includes wording that could permit general meetings to be held by virtual-only means. While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at meetings. Virtual-only meetings may impact shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders. It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic; however, this has been addressed by the temporary relief announced by the Australian Government on Aug. 10, 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and executive documents until March 31, 2022 [refer LINK]. Accordingly, there appears no benefit to shareholders from approving this provision at present. Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
Novatti Group Ltd.	NOV	Australia	24/11/2021	Renew Partial Takeover Provision	Approve Renewal of Proportional Takeover Provisions	For	For	A vote FOR this resolution is warranted.
Novatti Group Ltd.	NOV	Australia	24/11/2021	Approve Stock Option Plan Grants	Approve Issuance of Remuneration Options to Peter Pawlowitsch	Against	Against	Items 6, 8, and 9A vote AGAINST these resolutions is warranted because the grant of incentive equities to NEDs is not in line with local market guidelines. Item 7A vote AGAINST this resolution is warranted because the material terms of the options are not in line with local market standards.
Novatti Group Ltd.	NOV	Australia	24/11/2021	Approve Stock Option Plan Grants	Approve Issuance of Remuneration Options to Peter Cook	Against	Against	Items 6, 8, and 9A vote AGAINST these resolutions is warranted because the grant of incentive equities to NEDs is not in line with local market guidelines. Item 7A vote AGAINST this resolution is warranted because the material terms of the options are not in line with local market standards.
Novatti Group Ltd.	NOV	Australia	24/11/2021	Approve Stock Option Plan Grants	Approve Issuance of Remuneration Options to Kenneth Lai	Against	Against	Items 6, 8, and 9A vote AGAINST these resolutions is warranted because the grant of incentive equities to NEDs is not in line with local market guidelines. Item 7A vote AGAINST this resolution is warranted because the material terms of the options are not in line with local market standards.
Novatti Group Ltd.	NOV	Australia	24/11/2021	Approve Stock Option Plan Grants	Approve Issuance of Remuneration Options to Steven Zhou	Against	Against	Items 6, 8, and 9A vote AGAINST these resolutions is warranted because the grant of incentive equities to NEDs is not in line with local market guidelines. Item 7A vote AGAINST this resolution is warranted because the material terms of the options are not in line with local market standards.
Novartis AG	NOVN	Switzerland	4/03/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
Novartis AG	NOVN	Switzerland	4/03/2022	Designate X as Independent Proxy	Designate Peter Zahn as Independent Proxy	For	For	A vote FOR this proposal is warranted due to a lack of concerns.
Novartis AG	NOVN	Switzerland	4/03/2022	Other Business	Transact Other Business (Voting)	Against	Against	A vote AGAINST is warranted because: This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Novartis AG	NOVN	Switzerland	4/03/2022	Approve Discharge of Management Board	Approve Discharge of Board and Senior Management	For	For	A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.
Novartis AG	NOVN	Switzerland	4/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of CHF 3.10 per Share	For	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
Novartis AG	NOVN	Switzerland	4/03/2022	Approve Reduction in Share Capital	Approve CHF 15.3 Million Reduction in Share Capital via Cancellation of Repurchased Shares	For	For	A vote FOR the proposed share capital reduction is warranted.
Novartis AG	NOVN	Switzerland	4/03/2022	Authorize Share Repurchase Program	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	For	For	A vote FOR the proposed share repurchase program is warranted.
Novartis AG	NOVN	Switzerland	4/03/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of CHF 8.6 Million	For	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Novartis AG	NOVN	Switzerland	4/03/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 91 Million	For	For	A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.
Novartis AG	NOVN	Switzerland	4/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted because the company's remuneration practices are in line with market practice and appear to provide a good pay-for-performance alignment.
Novartis AG	NOVN	Switzerland	4/03/2022	Elect Director	Reelect Joerg Reinhardt as Director and Board Chairman	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	4/03/2022	Elect Director	Reelect Charles Sawyers as Director	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	4/03/2022	Elect Director	Reelect William Winters as Director	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	4/03/2022	Elect Director	Elect Ana de Pro Gonzalez as Director	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	4/03/2022	Elect Director	Elect Daniel Hochstrasser as Director	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	4/03/2022	Elect Director	Reelect Nancy Andrews as Director	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	4/03/2022	Elect Director	Reelect Ton Buechner as Director	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	4/03/2022	Elect Director	Reelect Patrice Bula as Director	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	4/03/2022	Elect Director	Reelect Elizabeth Doherty as Director	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	4/03/2022	Elect Director	Reelect Bridgette Heller as Director	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	4/03/2022	Elect Director	Reelect Frans van Houten as Director	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	4/03/2022	Elect Director	Reelect Simon Moroney as Director	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	4/03/2022	Elect Director	Reelect Andreas von Planta as Director	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	4/03/2022	Elect Member of Remuneration Committee	Reappoint Patrice Bula as Member of the Compensation Committee	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	4/03/2022	Elect Member of Remuneration Committee	Reappoint Bridgette Heller as Member of the Compensation Committee	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	4/03/2022	Elect Member of Remuneration Committee	Reappoint Simon Moroney as Member of the Compensation Committee	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	4/03/2022	Elect Member of Remuneration Committee	Reappoint William Winters as Member of the Compensation Committee	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	4/03/2022	Ratify Auditors	Ratify KPMG AG as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Report of Board	For	For	This is a routine, non-voting item.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of DKK 6.90 Per Share	For	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report (Advisory Vote)	For	For	A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice. However, concerns are noted with regard to the performance period of the 2018 LTIP that vested in 2021, and the large severance payment made to Mads Krosgaard Thomsen. The vote is therefore qualified.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors for 2021 in the Aggregate Amount of DKK 17.1 Million	For	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the actual fees for 2021 and the proposed fees for 2022.

Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors for 2022 in the Amount of DKK 2.26 Million for the Chairman, DKK 1.51 Million for the Vice Chairman, and DKK 755,000 for Other Directors; Approve Remuneration for Committee Work	For	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the actual fees for 2021 and the proposed fees for 2022.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Elect Director	Reelect Helge Lund as Director and Board Chair	For	For	Votes FOR Helge Lund, Henrik Poulsen, Jeppe Christiansen, Laurence Debroux, Andreas Fibig, Sylvie Gregoire, Kasim Kutay (Items 6.1 – 6.3e) and Choi Lai Christina Law (Item 6.3.g) are warranted due to a lack of concern regarding these individuals in particular. A vote ABSTAIN for candidate Martin Mackay (Item 6.3f) is warranted because he is overboarded.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Elect Director	Reelect Henrik Poulsen as Director and Vice Chair	For	For	Votes FOR Helge Lund, Henrik Poulsen, Jeppe Christiansen, Laurence Debroux, Andreas Fibig, Sylvie Gregoire, Kasim Kutay (Items 6.1 – 6.3e) and Choi Lai Christina Law (Item 6.3.g) are warranted due to a lack of concern regarding these individuals in particular. A vote ABSTAIN for candidate Martin Mackay (Item 6.3f) is warranted because he is overboarded.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Elect Director	Reelect Jeppe Christiansen as Director	For	For	Votes FOR Helge Lund, Henrik Poulsen, Jeppe Christiansen, Laurence Debroux, Andreas Fibig, Sylvie Gregoire, Kasim Kutay (Items 6.1 – 6.3e) and Choi Lai Christina Law (Item 6.3.g) are warranted due to a lack of concern regarding these individuals in particular. A vote ABSTAIN for candidate Martin Mackay (Item 6.3f) is warranted because he is overboarded.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Elect Director	Reelect Laurence Debroux as Director	For	For	Votes FOR Helge Lund, Henrik Poulsen, Jeppe Christiansen, Laurence Debroux, Andreas Fibig, Sylvie Gregoire, Kasim Kutay (Items 6.1 – 6.3e) and Choi Lai Christina Law (Item 6.3.g) are warranted due to a lack of concern regarding these individuals in particular. A vote ABSTAIN for candidate Martin Mackay (Item 6.3f) is warranted because he is overboarded.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Elect Director	Reelect Andreas Fibig as Director	For	For	Votes FOR Helge Lund, Henrik Poulsen, Jeppe Christiansen, Laurence Debroux, Andreas Fibig, Sylvie Gregoire, Kasim Kutay (Items 6.1 – 6.3e) and Choi Lai Christina Law (Item 6.3.g) are warranted due to a lack of concern regarding these individuals in particular. A vote ABSTAIN for candidate Martin Mackay (Item 6.3f) is warranted because he is overboarded.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Elect Director	Reelect Sylvie Gregoire as Director	For	For	Votes FOR Helge Lund, Henrik Poulsen, Jeppe Christiansen, Laurence Debroux, Andreas Fibig, Sylvie Gregoire, Kasim Kutay (Items 6.1 – 6.3e) and Choi Lai Christina Law (Item 6.3.g) are warranted due to a lack of concern regarding these individuals in particular. A vote ABSTAIN for candidate Martin Mackay (Item 6.3f) is warranted because he is overboarded.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Elect Director	Reelect Kasim Kutay as Director	For	For	Votes FOR Helge Lund, Henrik Poulsen, Jeppe Christiansen, Laurence Debroux, Andreas Fibig, Sylvie Gregoire, Kasim Kutay (Items 6.1 – 6.3e) and Choi Lai Christina Law (Item 6.3.g) are warranted due to a lack of concern regarding these individuals in particular. A vote ABSTAIN for candidate Martin Mackay (Item 6.3f) is warranted because he is overboarded.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Elect Director	Reelect Martin Mackay as Director	Abstain	Abstain	Votes FOR Helge Lund, Henrik Poulsen, Jeppe Christiansen, Laurence Debroux, Andreas Fibig, Sylvie Gregoire, Kasim Kutay (Items 6.1 – 6.3e) and Choi Lai Christina Law (Item 6.3.g) are warranted due to a lack of concern regarding these individuals in particular. A vote ABSTAIN for candidate Martin Mackay (Item 6.3f) is warranted because he is overboarded.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Elect Director	Elect Choi Lai Christina Law as New Director	For	For	Votes FOR Helge Lund, Henrik Poulsen, Jeppe Christiansen, Laurence Debroux, Andreas Fibig, Sylvie Gregoire, Kasim Kutay (Items 6.1 – 6.3e) and Choi Lai Christina Law (Item 6.3.g) are warranted due to a lack of concern regarding these individuals in particular. A vote ABSTAIN for candidate Martin Mackay (Item 6.3f) is warranted because he is overboarded.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Ratify Auditors	Ratify Deloitte as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Approve Reduction in Share Capital	Approve DKK 6 Million Reduction in Share Capital via B Share Cancellation	For	For	A vote FOR this item is warranted as it facilitates the return of capital to shareholders and may improve the efficiency of the balance sheet, which may also enhance returns over the long-term.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Approve Creation of DKK 45.6 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.6 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.6 Million	For	For	A vote FOR the issuance authorizations is warranted because the potential share capital increase is not excessive
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Approve Remuneration Policy	Amendment to Remuneration Policy for Board of Directors and Executive Management	For	For	A vote FOR this item is warranted because the proposed amendments to the remuneration policy are unproblematic.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Amend Articles Board-Related	Amend Articles Re: Board-Related	For	For	A vote FOR this proposal is warranted because the proposed change can be seen as positive in terms of shareholder value and rights.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Transact Other Business (Non-Voting)	Other Business	For	For	This is a routine, non-voting item.
ServiceNow, Inc.	NOW	USA	9/06/2022	Elect Director	Elect Director Susan L. Bostrom	For	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	NOW	USA	9/06/2022	Elect Director	Elect Director Teresa Briggs	For	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	NOW	USA	9/06/2022	Elect Director	Elect Director Jonathan C. Chadwick	For	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	NOW	USA	9/06/2022	Elect Director	Elect Director Paul E. Chamberlain	For	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	NOW	USA	9/06/2022	Elect Director	Elect Director Lawrence J. Jackson, Jr.	For	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	NOW	USA	9/06/2022	Elect Director	Elect Director Frederic B. Luddy	For	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	NOW	USA	9/06/2022	Elect Director	Elect Director Jeffrey A. Miller	For	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	NOW	USA	9/06/2022	Elect Director	Elect Director Joseph "Larry" Quinlan	For	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	NOW	USA	9/06/2022	Elect Director	Elect Director Sukumar Rathnam	For	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	NOW	USA	9/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. NEOs received sizable one-time option awards in FY21 in addition to their regular annual LTI awards. While the options maintain performance vesting conditions, the magnitude of the grants is excessive, particularly for the CEO at approximately \$200 million. The CEO's regular incentive opportunities were also increased in FY21, further compounding pay magnitude concerns. In addition, while the annual and long-term incentives are primarily performance-based for FY21, certain concerns remain regarding the lack of disclosure of performance metric achievement and the continued over-reliance on a single performance measurement period for both programs. Further, while the company provided disclosure about the rationale, the continued use of primarily one-year performance periods under the LTI program is concerning, particularly as shareholders have expressed a desire for long-term performance metrics under the program and a new three-year relative TSR metric only applies to a fraction of the annual LTI awards.
ServiceNow, Inc.	NOW	USA	9/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
NRG Energy, Inc.	NRG	USA	28/04/2022	Elect Director	Elect Director E. Spencer Abraham	For	For	A vote FOR the director nominees is warranted.
NRG Energy, Inc.	NRG	USA	28/04/2022	Elect Director	Elect Director Antonio Carrillo	For	For	A vote FOR the director nominees is warranted.
NRG Energy, Inc.	NRG	USA	28/04/2022	Elect Director	Elect Director Matthew Carter, Jr.	For	For	A vote FOR the director nominees is warranted.
NRG Energy, Inc.	NRG	USA	28/04/2022	Elect Director	Elect Director Lawrence S. Coben	For	For	A vote FOR the director nominees is warranted.
NRG Energy, Inc.	NRG	USA	28/04/2022	Elect Director	Elect Director Heather Cox	For	For	A vote FOR the director nominees is warranted.
NRG Energy, Inc.	NRG	USA	28/04/2022	Elect Director	Elect Director Elisabeth B. Donohue	For	For	A vote FOR the director nominees is warranted.
NRG Energy, Inc.	NRG	USA	28/04/2022	Elect Director	Elect Director Mauricio Gutierrez	For	For	A vote FOR the director nominees is warranted.
NRG Energy, Inc.	NRG	USA	28/04/2022	Elect Director	Elect Director Paul W. Hobby	For	For	A vote FOR the director nominees is warranted.
NRG Energy, Inc.	NRG	USA	28/04/2022	Elect Director	Elect Director Alexandra Pruner	For	For	A vote FOR the director nominees is warranted.
NRG Energy, Inc.	NRG	USA	28/04/2022	Elect Director	Elect Director Anne C. Schauburg	For	For	A vote FOR the director nominees is warranted.
NRG Energy, Inc.	NRG	USA	28/04/2022	Elect Director	Elect Director Thomas H. Weidemeyer	For	For	A vote FOR the director nominees is warranted.
NRG Energy, Inc.	NRG	USA	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. The majority of CEO pay is conditioned on objective financial performance metrics, resulting in an alignment between CEO pay and company performance.
NRG Energy, Inc.	NRG	USA	28/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Norfolk Southern Corporation	NSC	USA	12/05/2022	Elect Director	Elect Director Thomas D. Bell, Jr.	For	For	A vote FOR the director nominees is warranted.
Norfolk Southern Corporation	NSC	USA	12/05/2022	Elect Director	Elect Director Claude Mongeau	For	For	A vote FOR the director nominees is warranted.
Norfolk Southern Corporation	NSC	USA	12/05/2022	Elect Director	Elect Director Jennifer F. Scanlon	For	For	A vote FOR the director nominees is warranted.
Norfolk Southern Corporation	NSC	USA	12/05/2022	Elect Director	Elect Director Alan H. Shaw	For	For	A vote FOR the director nominees is warranted.
Norfolk Southern Corporation	NSC	USA	12/05/2022	Elect Director	Elect Director James A. Squires	For	For	A vote FOR the director nominees is warranted.
Norfolk Southern Corporation	NSC	USA	12/05/2022	Elect Director	Elect Director John R. Thompson	For	For	A vote FOR the director nominees is warranted.
Norfolk Southern Corporation	NSC	USA	12/05/2022	Elect Director	Elect Director Mitchell E. Daniels, Jr.	For	For	A vote FOR the director nominees is warranted.
Norfolk Southern Corporation	NSC	USA	12/05/2022	Elect Director	Elect Director Marcela E. Donadio	For	For	A vote FOR the director nominees is warranted.
Norfolk Southern Corporation	NSC	USA	12/05/2022	Elect Director	Elect Director John C. Huffard, Jr.	For	For	A vote FOR the director nominees is warranted.
Norfolk Southern Corporation	NSC	USA	12/05/2022	Elect Director	Elect Director Christopher T. Jones	For	For	A vote FOR the director nominees is warranted.
Norfolk Southern Corporation	NSC	USA	12/05/2022	Elect Director	Elect Director Thomas C. Kelleher	For	For	A vote FOR the director nominees is warranted.
Norfolk Southern Corporation	NSC	USA	12/05/2022	Elect Director	Elect Director Steven F. Leer	For	For	A vote FOR the director nominees is warranted.
Norfolk Southern Corporation	NSC	USA	12/05/2022	Elect Director	Elect Director Michael D. Lockhart	For	For	A vote FOR the director nominees is warranted.
Norfolk Southern Corporation	NSC	USA	12/05/2022	Elect Director	Elect Director Amy E. Miles	For	For	A vote FOR the director nominees is warranted.
Norfolk Southern Corporation	NSC	USA	12/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Norfolk Southern Corporation	NSC	USA	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are largely based on pre-set financial measures. In addition, the majority of equity awards are performance based and utilize multi-year performance periods.
Norfolk Southern Corporation	NSC	USA	12/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted. Lowering the ownership threshold from 20 percent to 10 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.
National Storage REIT	NSR	Australia	27/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted. Although the following concerns are noted below, pay and performance and shareholder outcomes appear reasonably aligned at this time: "The insufficient disclosure in the STI plan;" The absence of a positive TSR requirement for the relative TSR measure and the use of cliff vesting for the EPS measure in LTI; STI and LTI maximum opportunities increased to \$1.1 million each in aggregate for all KMP in FY21 from \$750,000 in FY20. These opportunities will be further increased in FY22 to \$1.6 million; and" The quantum of the managing director's total pay is more than twice the CEO pay at companies of similar industry and size, mainly driven by the increase in STI and LTI opportunities. This may result in a pay-for-performance misalignment in the future.
National Storage REIT	NSR	Australia	27/10/2021	Elect Director	Elect Laurence Brindle as Director	For	For	A vote FOR independent non-executive director Laurence Brindle is warranted as no material concerns have been identified regarding board and committee composition resulting from his nomination.

National Storage REIT	NSR	Australia	27/10/2021	Approve Share Plan Grant	Approve Issuance of Stapled Securities to Andrew Catsoulis	For	For	A vote FOR these resolutions (Items 4 and 5) is warranted. The issue of stapled securities represents the equity portion of earned STI and LTI in FY21. The settlement of incentives in equity aligns executives with shareholders.A qualified vote FOR these resolutions (Items 6 to 9) is warranted on the basis that: " The performance requirements are generally robust and consistent with shareholder outcomes; and" The performance period is of sufficient three-year duration accepted in the Australian market.Qualification is due to the excessive quantum of each LTI relative to peers, the lack of a positive TSR requirement for the relative TSR measure, and cliff vesting for the EPS measure.
National Storage REIT	NSR	Australia	27/10/2021	Approve Share Plan Grant	Approve Issuance of Stapled Securities to Claire Fidler	For	For	A vote FOR these resolutions (Items 4 and 5) is warranted. The issue of stapled securities represents the equity portion of earned STI and LTI in FY21. The settlement of incentives in equity aligns executives with shareholders.A qualified vote FOR these resolutions (Items 6 to 9) is warranted on the basis that: " The performance requirements are generally robust and consistent with shareholder outcomes; and" The performance period is of sufficient three-year duration accepted in the Australian market.Qualification is due to the excessive quantum of each LTI relative to peers, the lack of a positive TSR requirement for the relative TSR measure, and cliff vesting for the EPS measure.
National Storage REIT	NSR	Australia	27/10/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Andrew Catsoulis	For	For	A vote FOR these resolutions (Items 4 and 5) is warranted. The issue of stapled securities represents the equity portion of earned STI and LTI in FY21. The settlement of incentives in equity aligns executives with shareholders.A qualified vote FOR these resolutions (Items 6 to 9) is warranted on the basis that: " The performance requirements are generally robust and consistent with shareholder outcomes; and" The performance period is of sufficient three-year duration accepted in the Australian market.Qualification is due to the excessive quantum of each LTI relative to peers, the lack of a positive TSR requirement for the relative TSR measure, and cliff vesting for the EPS measure.
National Storage REIT	NSR	Australia	27/10/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Claire Fidler	For	For	A vote FOR these resolutions (Items 4 and 5) is warranted. The issue of stapled securities represents the equity portion of earned STI and LTI in FY21. The settlement of incentives in equity aligns executives with shareholders.A qualified vote FOR these resolutions (Items 6 to 9) is warranted on the basis that: " The performance requirements are generally robust and consistent with shareholder outcomes; and" The performance period is of sufficient three-year duration accepted in the Australian market.Qualification is due to the excessive quantum of each LTI relative to peers, the lack of a positive TSR requirement for the relative TSR measure, and cliff vesting for the EPS measure.
National Storage REIT	NSR	Australia	27/10/2021	Approve Share Plan Grant	Approve Issuance of Transitional Performance Rights to Andrew Catsoulis	For	For	A vote FOR these resolutions (Items 4 and 5) is warranted. The issue of stapled securities represents the equity portion of earned STI and LTI in FY21. The settlement of incentives in equity aligns executives with shareholders.A qualified vote FOR these resolutions (Items 6 to 9) is warranted on the basis that: " The performance requirements are generally robust and consistent with shareholder outcomes; and" The performance period is of sufficient three-year duration accepted in the Australian market.Qualification is due to the excessive quantum of each LTI relative to peers, the lack of a positive TSR requirement for the relative TSR measure, and cliff vesting for the EPS measure.
National Storage REIT	NSR	Australia	27/10/2021	Approve Share Plan Grant	Approve Issuance of Transitional Performance Rights to Claire Fidler	For	For	A vote FOR these resolutions (Items 4 and 5) is warranted. The issue of stapled securities represents the equity portion of earned STI and LTI in FY21. The settlement of incentives in equity aligns executives with shareholders.A qualified vote FOR these resolutions (Items 6 to 9) is warranted on the basis that: " The performance requirements are generally robust and consistent with shareholder outcomes; and" The performance period is of sufficient three-year duration accepted in the Australian market.Qualification is due to the excessive quantum of each LTI relative to peers, the lack of a positive TSR requirement for the relative TSR measure, and cliff vesting for the EPS measure.
Northern Star Resources Limited	NST	Australia	18/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the FY21 remuneration report is warranted." The quantitative pay for performance analysis indicates a low degree of concern." A new CEO fixed, and variable remuneration amounts have been adjusted to better align with market." In FY21, STI bonuses are not materially misaligned with performance and shareholder interests, and there were no prior year LTI grant which were capable of vesting.The qualification is based on concerns including," the high level of remuneration paid in FY21 to the CEO and leadership group, including retention payments, and there are significant fixed remuneration increases (including for the Chairman and Non-Executive Directors) going forward into FY22." The FY21 LTI grants were above market median and operational performance measures were incorporated for a substantial portion of the LTI which were poorly disclosed, overlap with similar measures in the STI and are regarded as operational "day job" duties raising questions why a separate bonus opportunity is offered.
Northern Star Resources Limited	NST	Australia	18/11/2021	Elect Director	Elect Sharon Warburton as Director	For	For	A vote FOR the election of all nominees (except for the nomination of John Fitzgerald) is warranted as no material corporate governance issues have been identified.A qualified vote for the election of John Fitzgerald in warranted given that he has substantial board commitment where he is chairman of two entities and a non-executive director of two entities. It is recognized in this recommendation that several of these companies are small, non-operational entities outside the ASX300 index. Nevertheless, a reduction in this director's commitments is expected by some shareholders.
Northern Star Resources Limited	NST	Australia	18/11/2021	Approve the Spill Resolution	Approve Conditional Spill Resolution	Against	Against	A vote AGAINST this resolution to spill the Board is warranted.The company has now merged with ASX-listed Saracen Minerals and there have been several changes to the Board structure, including appointment of a new independent Chairman and merger of the two boards. Additionally, a number of changes have been implemented to the quantum, structure and performance measures in the STI and LTI awards, including a focus on company-wide metrics and a longer term LTI performance period.These steps to be implemented in FY22 will bring the company's remuneration practices more in line with market standards and shareholder expectations.
Northern Star Resources Limited	NST	Australia	18/11/2021	Approve Share Plan Grant	Approve Issuance of 329,776 LTI-1 Performance Rights to Stuart Tonkin	For	For	A qualified vote FOR the annual LTI grant (Item 3) is warranted." The quantum of the award has been reduced to 200 percent of fixed remuneration (from 300 percent to the former Executive Chairman) to better aligned with market" The performance period has now been extended to a four-year performance period." The performance measures have also been modified to include a higher weighting to relative TSR with a positive gateway to require a positive return to shareholders for 50 percent of this component, and operational targets duplicated in the STI have been removed.A vote AGAINST the one-off grant of LTI performance rights (Item 4) is warranted. This grant represents an excessive additional LTI grant and does not align with better market practices of splitting an LTI grant into two tranches when a performance period is extended – in this case, from a three-year performance period to four years.Concerns identified in Item 3 and Item 4 include the new ESG measures, the cliff vesting associated with these measures, and provision of a dividend equalization payment. Of greater concerns is the excessive allocation of 30 percent of each LTI grant to the ESG measures. Whilst this is a positive move, many ASX-listed entities are already progressing on such initiatives as part of the required "day job" duties and significant bonuses are not offered. Concerns are exacerbated, given that the STI bonus also appears to include certain ESG measures for 30 percent of that bonus opportunity. In this case, the 30 percent FY22 LTI grant opportunity to the CEO equates to a potential bonus of \$1,020,000, plus an additional \$765,000 for the one-off LTI grant, both of which are excessive and inconsistent with market and shareholder interests.A qualified vote FOR the STI grant of performance rights (Item 5) is warranted. The quantum of the award and the revised performance measures are aligned with market and shareholder expectations.Concerns are noted that this is an "in-advance" grant of the maximum STI rights which would be granted upon determination of the FY22 STI bonus. This practice is inconsistent with market.
Northern Star Resources Limited	NST	Australia	18/11/2021	Approve Share Plan Grant	Approve Issuance of 247,332 LTI-2 Performance Rights to Stuart Tonkin	Against	Against	A qualified vote FOR the annual LTI grant (Item 3) is warranted." The quantum of the award has been reduced to 200 percent of fixed remuneration (from 300 percent to the former Executive Chairman) to better aligned with market" The performance period has now been extended to a four-year performance period." The performance measures have also been modified to include a higher weighting to relative TSR with a positive gateway to require a positive return to shareholders for 50 percent of this component, and operational targets duplicated in the STI have been removed.A vote AGAINST the one-off grant of LTI performance rights (Item 4) is warranted. This grant represents an excessive additional LTI grant and does not align with better market practices of splitting an LTI grant into two tranches when a performance period is extended – in this case, from a three-year performance period to four years.Concerns identified in Item 3 and Item 4 include the new ESG measures, the cliff vesting associated with these measures, and provision of a dividend equalization payment. Of greater concerns is the excessive allocation of 30 percent of each LTI grant to the ESG measures. Whilst this is a positive move, many ASX-listed entities are already progressing on such initiatives as part of the required "day job" duties and significant bonuses are not offered. Concerns are exacerbated, given that the STI bonus also appears to include certain ESG measures for 30 percent of that bonus opportunity. In this case, the 30 percent FY22 LTI grant opportunity to the CEO equates to a potential bonus of \$1,020,000, plus an additional \$765,000 for the one-off LTI grant, both of which are excessive and inconsistent with market and shareholder interests.A qualified vote FOR the STI grant of performance rights (Item 5) is warranted. The quantum of the award and the revised performance measures are aligned with market and shareholder expectations.Concerns are noted that this is an "in-advance" grant of the maximum STI rights which would be granted upon determination of the FY22 STI bonus. This practice is inconsistent with market.
Northern Star Resources Limited	NST	Australia	18/11/2021	Approve Share Plan Grant	Approve Issuance of 164,888 STI Performance Rights to Stuart Tonkin	For	For	A qualified vote FOR the annual LTI grant (Item 3) is warranted." The quantum of the award has been reduced to 200 percent of fixed remuneration (from 300 percent to the former Executive Chairman) to better aligned with market" The performance period has now been extended to a four-year performance period." The performance measures have also been modified to include a higher weighting to relative TSR with a positive gateway to require a positive return to shareholders for 50 percent of this component, and operational targets duplicated in the STI have been removed.A vote AGAINST the one-off grant of LTI performance rights (Item 4) is warranted. This grant represents an excessive additional LTI grant and does not align with better market practices of splitting an LTI grant into two tranches when a performance period is extended – in this case, from a three-year performance period to four years.Concerns identified in Item 3 and Item 4 include the new ESG measures, the cliff vesting associated with these measures, and provision of a dividend equalization payment. Of greater concerns is the excessive allocation of 30 percent of each LTI grant to the ESG measures. Whilst this is a positive move, many ASX-listed entities are already progressing on such initiatives as part of the required "day job" duties and significant bonuses are not offered. Concerns are exacerbated, given that the STI bonus also appears to include certain ESG measures for 30 percent of that bonus opportunity. In this case, the 30 percent FY22 LTI grant opportunity to the CEO equates to a potential bonus of \$1,020,000, plus an additional \$765,000 for the one-off LTI grant, both of which are excessive and inconsistent with market and shareholder interests.A qualified vote FOR the STI grant of performance rights (Item 5) is warranted. The quantum of the award and the revised performance measures are aligned with market and shareholder expectations.Concerns are noted that this is an "in-advance" grant of the maximum STI rights which would be granted upon determination of the FY22 STI bonus. This practice is inconsistent with market.
Northern Star Resources Limited	NST	Australia	18/11/2021	Elect Director	Elect John Fitzgerald as Director	For	For	A vote FOR the election of all nominees (except for the nomination of John Fitzgerald) is warranted as no material corporate governance issues have been identified.A qualified vote for the election of John Fitzgerald in warranted given that he has substantial board commitment where he is chairman of two entities and a non-executive director of two entities. It is recognized in this recommendation that several of these companies are small, non-operational entities outside the ASX300 index. Nevertheless, a reduction in this director's commitments is expected by some shareholders.
Northern Star Resources Limited	NST	Australia	18/11/2021	Elect Director	Elect Sally Langer as Director	For	For	A vote FOR the election of all nominees (except for the nomination of John Fitzgerald) is warranted as no material corporate governance issues have been identified.A qualified vote for the election of John Fitzgerald in warranted given that he has substantial board commitment where he is chairman of two entities and a non-executive director of two entities. It is recognized in this recommendation that several of these companies are small, non-operational entities outside the ASX300 index. Nevertheless, a reduction in this director's commitments is expected by some shareholders.

Northern Star Resources Limited	NST	Australia	18/11/2021	Elect Director	Elect John Richards as Director	For	For	A vote FOR the election of all nominees (except for the nomination of John Fitzgerald) is warranted as no material corporate governance issues have been identified. A qualified vote for the election of John Fitzgerald in warranted given that he has substantial board commitment where he is chairman of two entities and a non-executive director of two entities. It is recognized in this recommendation that several of these companies are small, non-operational entities outside the ASX300 index. Nevertheless, a reduction in this director's commitments is expected by some shareholders.
Northern Star Resources Limited	NST	Australia	18/11/2021	Elect Director	Elect Michael Chaney as Director	For	For	A vote FOR the election of all nominees (except for the nomination of John Fitzgerald) is warranted as no material corporate governance issues have been identified. A qualified vote for the election of John Fitzgerald in warranted given that he has substantial board commitment where he is chairman of two entities and a non-executive director of two entities. It is recognized in this recommendation that several of these companies are small, non-operational entities outside the ASX300 index. Nevertheless, a reduction in this director's commitments is expected by some shareholders.
Nitro Software Limited	NTO	Australia	26/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the adoption of the remuneration report is warranted due to the following: * Unsubstantiated significant increase in an executive's fixed remuneration; * Payment of large cash bonuses which appears at odds with the company's financial performance and position at year end; and * Insufficiently demanding performance hurdle of a portion of the LTI.
Nitro Software Limited	NTO	Australia	26/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution - Virtual General Meetings	Against	Against	A vote AGAINST this resolution is warranted. The proposed amendment to the constitution includes wording that could permit general meetings to be held by virtual-only means. While there are benefits from allowing participation via electronic means in conjunction with a meeting including physical attendance, virtual-only meetings are presently not permitted in this market (except for the regulatory exemption in COVID environment) and concerns for shareholder rights, transparency and good governance are noted.
Nitro Software Limited	NTO	Australia	26/05/2022	Renew Partial Takeover Provision	Approve the Amendments to the Company's Constitution - Renewal of Proportional Takeover Provisions	For	For	A vote FOR this resolution is warranted.
Nitro Software Limited	NTO	Australia	26/05/2022	Elect Director	Elect Michael Brown as Director	Against	Against	Votes AGAINST incumbent Nominating Committee member Michael Brown are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Nitro Software Limited	NTO	Australia	26/05/2022	Elect Director	Elect Peter Navin as Director	For	For	Votes AGAINST incumbent Nominating Committee member Michael Brown are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Nitro Software Limited	NTO	Australia	26/05/2022	Elect Director	Elect Craig Scroggie as Director	For	For	Votes AGAINST incumbent Nominating Committee member Michael Brown are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Nitro Software Limited	NTO	Australia	26/05/2022	Approve Share Plan Grant	Approve Issuance of Performance Rights and Restricted Share Awards to Samuel Chandler	Against	Against	A vote AGAINST these resolutions is warranted because the terms of the grants are not in line with local market standards.
Nitro Software Limited	NTO	Australia	26/05/2022	Approve Share Plan Grant	Approve Issuance of Performance Rights and Restricted Share Awards to Gina O'Reilly	Against	Against	A vote AGAINST these resolutions is warranted because the terms of the grants are not in line with local market standards.
Nitro Software Limited	NTO	Australia	26/05/2022	Ratify Past Issuance of Shares	Ratify Past Issuance of Placement Shares to Certain Institutional Investors	For	For	A qualified vote FOR this resolution is warranted because: * The company provided a compelling rationale for the Placement, with the proceeds to be used to fund the Acquisition. The success of this undertaking may potentially be value accretive to the company and shareholders. * Existing eligible shareholders were given the opportunity to participate in the capital raising via the Entitlement Offer. This somewhat mitigates the dilutive impact of the institutional placement. * The discount associated with the issue price is not excessive. Nevertheless, shareholders may be concerned with the substantial dilutive impact of the Placement (i.e., 11.70 percent as at Nov. 18, 2021).
Nitro Software Limited	NTO	Australia	26/05/2022	Approve Omnibus Stock Plan	Approve Employee Equity Incentive Plan	Against	Against	A vote AGAINST this resolution is warranted because the terms of the plan are not in line with local market standards.
Nitro Software Limited	NTO	Australia	26/05/2022	Approve/Amend Stock-for-Salary/Bonus Plan	Approve Non-Executive Director Share Rights Plan	For	For	A vote FOR this resolution is warranted.
Northern Trust Corporation	NTRS	USA	26/04/2022	Elect Director	Elect Director Linda Walker Bynoe	For	For	A vote FOR the director nominees is warranted.
Northern Trust Corporation	NTRS	USA	26/04/2022	Elect Director	Elect Director Susan Crown	For	For	A vote FOR the director nominees is warranted.
Northern Trust Corporation	NTRS	USA	26/04/2022	Elect Director	Elect Director Dean M. Harrison	For	For	A vote FOR the director nominees is warranted.
Northern Trust Corporation	NTRS	USA	26/04/2022	Elect Director	Elect Director Jay L. Henderson	For	For	A vote FOR the director nominees is warranted.
Northern Trust Corporation	NTRS	USA	26/04/2022	Elect Director	Elect Director Marcy S. Klevorn	For	For	A vote FOR the director nominees is warranted.
Northern Trust Corporation	NTRS	USA	26/04/2022	Elect Director	Elect Director Siddharth N. "Bobby" Mehta	For	For	A vote FOR the director nominees is warranted.
Northern Trust Corporation	NTRS	USA	26/04/2022	Elect Director	Elect Director Michael G. O'Grady	For	For	A vote FOR the director nominees is warranted.
Northern Trust Corporation	NTRS	USA	26/04/2022	Elect Director	Elect Director Jose Luis Prado	For	For	A vote FOR the director nominees is warranted.
Northern Trust Corporation	NTRS	USA	26/04/2022	Elect Director	Elect Director Martin P. Slark	For	For	A vote FOR the director nominees is warranted.
Northern Trust Corporation	NTRS	USA	26/04/2022	Elect Director	Elect Director David H. B. Smith, Jr.	For	For	A vote FOR the director nominees is warranted.
Northern Trust Corporation	NTRS	USA	26/04/2022	Elect Director	Elect Director Donald Thompson	For	For	A vote FOR the director nominees is warranted.
Northern Trust Corporation	NTRS	USA	26/04/2022	Elect Director	Elect Director Charles A. Tribbett, III	For	For	A vote FOR the director nominees is warranted.
Northern Trust Corporation	NTRS	USA	26/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Long-term equity awards are primarily performance based and utilize a multi-year performance period. However, some concern is noted regarding the largely discretionary annual incentive award.
Northern Trust Corporation	NTRS	USA	26/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Nucor Corporation	NUE	USA	12/05/2022	Elect Director	Elect Director Norma B. Clayton	For	For	A vote FOR the director nominees is warranted.
Nucor Corporation	NUE	USA	12/05/2022	Elect Director	Elect Director Patrick J. Dempsey	For	For	A vote FOR the director nominees is warranted.
Nucor Corporation	NUE	USA	12/05/2022	Elect Director	Elect Director Christopher J. Keamey	For	For	A vote FOR the director nominees is warranted.
Nucor Corporation	NUE	USA	12/05/2022	Elect Director	Elect Director Laurette T. Koellner	For	For	A vote FOR the director nominees is warranted.
Nucor Corporation	NUE	USA	12/05/2022	Elect Director	Elect Director Joseph D. Rupp	For	For	A vote FOR the director nominees is warranted.
Nucor Corporation	NUE	USA	12/05/2022	Elect Director	Elect Director Leon J. Topalian	For	For	A vote FOR the director nominees is warranted.
Nucor Corporation	NUE	USA	12/05/2022	Elect Director	Elect Director John H. Walker	For	For	A vote FOR the director nominees is warranted.
Nucor Corporation	NUE	USA	12/05/2022	Elect Director	Elect Director Nadja Y. West	For	For	A vote FOR the director nominees is warranted.
Nucor Corporation	NUE	USA	12/05/2022	Ratify PricewaterhouseCoopers LLP as Auditor	Ratify PricewaterhouseCoopers LLP as Auditor	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Nucor Corporation	NUE	USA	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.
Nufarm Limited	NUF	Australia	17/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the approval of the remuneration report is warranted. No material disconnect between pay and performance and shareholder outcomes has been observed in the period under review. * The company's financial performance improved over the prior year, and higher STI bonuses appear to reflect the improved financial performance. * There were no increases in fixed remuneration fees for non-executive directors. * There was nil vesting of the FY19 LTI grant given that performance hurdles were not met and aligned with the negative shareholder returns over the period. The recommendation is qualified to highlight the following concerns with respect to remuneration structure and practices: * Disclosure is poor given the absence of disclosure of specific and quantified targets in the STI and specific ROFE targets in the LTI; * No 'positive TSR' gateway for the relative TSR measure in the LTI plan to ensure alignment of bonuses with positive shareholder returns; and * The company's failure to submit a LTI resolution for the grant of performance shares to the CEO at theAGM.
Nufarm Limited	NUF	Australia	17/12/2021	Elect Director	Elect David Jones as Director	For	For	A vote FOR the election of David Jones is warranted as no material issues have been identified regarding board and committee composition resulting from his nominations, nor any wider corporate governance issues.
Nufarm Limited	NUF	Australia	17/12/2021	Approve Share Plan Grant	Approve Issuance of Deferred Rights to Greg Hunt	For	For	A vote FOR this proposal is warranted given that the deferred rights represent the deferral of fifty percent of the FY21 STI, determined under the STI performance metrics; and the terms and conditions of the STI deferral under the framework of the STI plan appears sufficiently aligned to shareholder outcomes and are generally consistent with market practice.
NVIDIA Corporation	NVDA	USA	2/06/2022	Elect Director	Elect Director Robert K. Burgess	For	For	A vote FOR the director nominees is warranted.
NVIDIA Corporation	NVDA	USA	2/06/2022	Elect Director	Elect Director Tench Coxw	For	For	A vote FOR the director nominees is warranted.
NVIDIA Corporation	NVDA	USA	2/06/2022	Elect Director	Elect Director John O. Dabiri	For	For	A vote FOR the director nominees is warranted.
NVIDIA Corporation	NVDA	USA	2/06/2022	Elect Director	Elect Director Persis S. Drell	For	For	A vote FOR the director nominees is warranted.
NVIDIA Corporation	NVDA	USA	2/06/2022	Elect Director	Elect Director Jen-Hsun Huang	For	For	A vote FOR the director nominees is warranted.
NVIDIA Corporation	NVDA	USA	2/06/2022	Elect Director	Elect Director Dawn Hudson	For	For	A vote FOR the director nominees is warranted.
NVIDIA Corporation	NVDA	USA	2/06/2022	Elect Director	Elect Director Harvey C. Jones	For	For	A vote FOR the director nominees is warranted.
NVIDIA Corporation	NVDA	USA	2/06/2022	Elect Director	Elect Director Michael G. McCaffery	For	For	A vote FOR the director nominees is warranted.
NVIDIA Corporation	NVDA	USA	2/06/2022	Elect Director	Elect Director Stephen C. Neal	For	For	A vote FOR the director nominees is warranted.
NVIDIA Corporation	NVDA	USA	2/06/2022	Elect Director	Elect Director Mark L. Perry	For	For	A vote FOR the director nominees is warranted.
NVIDIA Corporation	NVDA	USA	2/06/2022	Elect Director	Elect Director Aarti Shah	For	For	A vote FOR the director nominees is warranted.
NVIDIA Corporation	NVDA	USA	2/06/2022	Elect Director	Elect Director Mark A. Stevens	For	For	A vote FOR the director nominees is warranted.
NVIDIA Corporation	NVDA	USA	2/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are based on a pre-set GAAP financial goal and long-term incentive equity awards are entirely performance-based for the CEO.
NVIDIA Corporation	NVDA	USA	2/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
NVIDIA Corporation	NVDA	USA	2/06/2022	Increase Authorized Common Stock	Increase Authorized Common Stock	For	For	A vote FOR this proposal is warranted. The proposed increase in the number of authorized shares of common stock is reasonable and there are no substantial concerns about the company's past use of shares.
NVIDIA Corporation	NVDA	USA	2/06/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
NVR, Inc.	NVR	USA	4/05/2022	Elect Director	Elect Director Paul C. Saville	For	For	A vote FOR the director nominees is warranted.
NVR, Inc.	NVR	USA	4/05/2022	Elect Director	Elect Director Susan Williamson Ross	For	For	A vote FOR the director nominees is warranted.
NVR, Inc.	NVR	USA	4/05/2022	Elect Director	Elect Director C. E. Andrews	For	For	A vote FOR the director nominees is warranted.
NVR, Inc.	NVR	USA	4/05/2022	Elect Director	Elect Director Sallie B. Bailey	For	For	A vote FOR the director nominees is warranted.
NVR, Inc.	NVR	USA	4/05/2022	Elect Director	Elect Director Thomas D. Eckert	For	For	A vote FOR the director nominees is warranted.
NVR, Inc.	NVR	USA	4/05/2022	Elect Director	Elect Director Alfred E. Festa	For	For	A vote FOR the director nominees is warranted.
NVR, Inc.	NVR	USA	4/05/2022	Elect Director	Elect Director Alexandra A. Jung	For	For	A vote FOR the director nominees is warranted.
NVR, Inc.	NVR	USA	4/05/2022	Elect Director	Elect Director Mel Martinez	For	For	A vote FOR the director nominees is warranted.
NVR, Inc.	NVR	USA	4/05/2022	Elect Director	Elect Director David A. Preiser	For	For	A vote FOR the director nominees is warranted.

NVR, Inc.	NVR	USA	4/05/2022	Elect Director	Elect Director W. Grady Rosier	For	For	A vote FOR the director nominees is warranted.
NVR, Inc.	NVR	USA	4/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
NVR, Inc.	NVR	USA	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Annual incentives are based on pre-set, objective metrics, and the NEOs did not receive equity following front-loaded awards in prior years. Further, CEO pay and company performance are reasonably aligned at this time.
NOVONIX Limited	NVX	Australia	24/09/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Placement Shares to Sophisticated and Institutional Investors	For	For	A qualified vote FOR this resolution is warranted because: " Proceeds were used to fund the expansion capex and working capital to scale NOVONIX Anode Materials production which included new manufacturing site expansion along with infrastructure and equipment being commissioned, as well as working capital associated with increased production levels. In addition, net proceeds will fund a Research and Development (R&D) program for NOVONIX Cathode Materials, and also support the company's global growth initiatives including organic expansion, partnerships and licensing. The success of these undertakings will potentially be value accretive to the company and the shareholders." The company's financial position is also considered. The independent auditor's report for the financial year ended June 30, 2021 highlights conditions (net loss of \$18.08 million and net operating cash outflows of \$8.17 million) which give rise to the existence of a material uncertainty that may cast significant doubt about the group's ability to continue as a going concern. As disclosed in the financial statements, the ability of the company to continue as a going concern is principally dependent upon the ability to successfully raise capital and the successful and profitable growth of the battery materials and battery technology businesses. Qualified support is based on the substantial dilutive impact of the Placement (i.e., 11.29 percent as of March 2, 2021).
NOVONIX Limited	NVX	Australia	24/09/2021	Approve Issuance of Shares for a Private Placement	Approve Issuance of Subscription Shares to Phillips 66 Company	For	For	A qualified vote FOR this resolution is warranted because: " Proceeds of the subscription by Phillips 66 will be used to provide the company with the capital needed to support the growth and ongoing R&D to continue to scale the company's synthetic graphite production and develop new technologies for higher-performance energy storage applications. The success of these undertakings will potentially be value accretive to the company and the shareholders." The company's financial position is also considered. The independent auditor's report for the financial year ended June 30, 2021 highlights conditions (net loss of \$18.08 million and net operating cash outflows of \$8.17 million) which give rise to the existence of a material uncertainty that may cast significant doubt about the group's ability to continue as a going concern. As disclosed in the financial statements, the ability of the company to continue as a going concern is principally dependent upon the ability to successfully raise capital and the successful and profitable growth of the battery materials and battery technology businesses. Qualified support is based on the substantial dilutive impact of the subscription (i.e., 19.27 percent as of June 30, 2021) the significant discount of the issue price of shares.
NOVONIX Limited	NVX	Australia	24/09/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the adoption of the remuneration report is warranted on the basis that there is reasonable alignment between executive remuneration and shareholder outcomes. STI bonuses appear to reasonably align with company performance, which was fair, and results of the business and shareholder performance in FY21. However, going down into the specifics, concerns may be evident in the following: " Unsubstantiated significant increases in the executives' fixed remuneration;" The lack of disclosure of quantified STI performance measures (at threshold, target, and maximum), which hinders shareholders' abilities to assess performance alignment and goal rigor setting; and " Unacceptable vesting period and absence of performance hurdles attached to the LTIs.
NOVONIX Limited	NVX	Australia	30/11/2021	Approve Share Plan Grant	Approve Issuance of Share Rights to Anthony Bellas	Against	Against	A vote AGAINST these resolutions is warranted because local market guidelines do not support the grant of incentive equity awards to NEDs in light of ensuring independent judgment by the NEDs and preventing any potential conflict of interest.
NOVONIX Limited	NVX	Australia	30/11/2021	Approve Share Plan Grant	Approve Issuance of Share Rights to Greg Baynton	Against	Against	A vote AGAINST these resolutions is warranted because local market guidelines do not support the grant of incentive equity awards to NEDs in light of ensuring independent judgment by the NEDs and preventing any potential conflict of interest.
NOVONIX Limited	NVX	Australia	30/11/2021	Approve Share Plan Grant	Approve Issuance of Share Rights to Trevor St Baker	Against	Against	A vote AGAINST these resolutions is warranted because local market guidelines do not support the grant of incentive equity awards to NEDs in light of ensuring independent judgment by the NEDs and preventing any potential conflict of interest.
NOVONIX Limited	NVX	Australia	30/11/2021	Approve Share Plan Grant	Approve Issuance of Share Rights to Zhanna Golodryga	Against	Against	A vote AGAINST these resolutions is warranted because local market guidelines do not support the grant of incentive equity awards to NEDs in light of ensuring independent judgment by the NEDs and preventing any potential conflict of interest.
NOVONIX Limited	NVX	Australia	30/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Non-Executive Directors' Fee Pool	For	For	A qualified vote FOR this resolution is warranted because: " The company has provided sound rationale for the proposed fee cap increase, specifically considering the company's activities to being an industry leader in the battery development and material technology industry." The proposed NED fee cap will remunerate NEDs proactively in light of the increased responsibilities given the company has expanded its scale and scope of operations." The current level of NED fees is not problematic. Qualification is on the basis that the company awards equity incentives to NEDs. Local market guidelines do not support the grant of incentive equity awards to NEDs in light of ensuring independent judgment by the NEDs and preventing any potential conflict of interest.
NOVONIX Limited	NVX	Australia	24/09/2021	Elect Director	Elect Andrew N. Liveris as Director	Against	Against	Item 2A vote AGAINST the reelection of Andrew Liveris is warranted because: " He has substantial board commitments and is considered to be overboarded under Sustainability Advisory Services Policy." His presence contributes to the board being not majority independent. Item 3A qualified vote FOR the election of Zhannah Golodryga is warranted as she is the sole representative of Phillips 66 which holds 19.27 percent of the company's shares. Her percentage representation on the board is sufficiently proportionate to the shareholding which she represents.
NOVONIX Limited	NVX	Australia	30/11/2021	Elect Director	Elect Zhanna Golodryga as Director	For	For	Item 2A vote AGAINST the reelection of Andrew Liveris is warranted because: " He has substantial board commitments and is considered to be overboarded under Sustainability Advisory Services Policy." His presence contributes to the board being not majority independent. Item 3A qualified vote FOR the election of Zhannah Golodryga is warranted as she is the sole representative of Phillips 66 which holds 19.27 percent of the company's shares. Her percentage representation on the board is sufficiently proportionate to the shareholding which she represents.
NOVONIX Limited	NVX	Australia	30/11/2021	Approve Restricted Stock Plan	Approve NOVONIX Limited Performance Rights Plan	Against	Against	A vote AGAINST this resolution is warranted because the terms of the PRP are not in line with local market standards.
NOVONIX Limited	NVX	Australia	30/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Nick Liveris	Against	Against	Items 5 and 6A vote AGAINST these resolutions is warranted because the terms of the grants are not in line with local market standards. Item 7A vote AGAINST these resolutions is warranted because local market guidelines do not support the grant of incentive equity awards to NEDs in light of ensuring independent judgment by the NEDs and preventing any potential conflict of interest.
NOVONIX Limited	NVX	Australia	30/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Robert Natter	Against	Against	Items 5 and 6A vote AGAINST these resolutions is warranted because the terms of the grants are not in line with local market standards. Item 7A vote AGAINST these resolutions is warranted because local market guidelines do not support the grant of incentive equity awards to NEDs in light of ensuring independent judgment by the NEDs and preventing any potential conflict of interest.
NOVONIX Limited	NVX	Australia	30/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Anthony Bellas	Against	Against	Items 5 and 6A vote AGAINST these resolutions is warranted because the terms of the grants are not in line with local market standards. Item 7A vote AGAINST these resolutions is warranted because local market guidelines do not support the grant of incentive equity awards to NEDs in light of ensuring independent judgment by the NEDs and preventing any potential conflict of interest.
NOVONIX Limited	NVX	Australia	30/11/2021	Approve Share Plan Grant	Approve Issuance of Share Rights to Andrew N. Liveris	Against	Against	A vote AGAINST these resolutions is warranted because local market guidelines do not support the grant of incentive equity awards to NEDs in light of ensuring independent judgment by the NEDs and preventing any potential conflict of interest.
NOVONIX Limited	NVX	Australia	30/11/2021	Approve Share Plan Grant	Approve Issuance of Share Rights to Robert Cooper	Against	Against	A vote AGAINST these resolutions is warranted because local market guidelines do not support the grant of incentive equity awards to NEDs in light of ensuring independent judgment by the NEDs and preventing any potential conflict of interest.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Elect Director	Re-elect Morten Friis as Director	For	For	Items 5-7 & 9-15 A vote FOR these candidates is considered warranted as no significant concerns have been identified. Item 8 A vote AGAINST the re-election of Frank Dangeard is considered warranted: " In addition to his role as NED of the Company, Frank Dangeard serves on boards of three other publicly listed companies, in particular, as Board Chair in two of those. This could potentially compromise his ability to commit sufficient time to his role at NatWest Group Plc.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Elect Director	Re-elect Robert Gillespie as Director	For	For	Items 5-7 & 9-15 A vote FOR these candidates is considered warranted as no significant concerns have been identified. Item 8 A vote AGAINST the re-election of Frank Dangeard is considered warranted: " In addition to his role as NED of the Company, Frank Dangeard serves on boards of three other publicly listed companies, in particular, as Board Chair in two of those. This could potentially compromise his ability to commit sufficient time to his role at NatWest Group Plc.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Elect Director	Re-elect Yasmin Jetha as Director	For	For	Items 5-7 & 9-15 A vote FOR these candidates is considered warranted as no significant concerns have been identified. Item 8 A vote AGAINST the re-election of Frank Dangeard is considered warranted: " In addition to his role as NED of the Company, Frank Dangeard serves on boards of three other publicly listed companies, in particular, as Board Chair in two of those. This could potentially compromise his ability to commit sufficient time to his role at NatWest Group Plc.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Elect Director	Re-elect Mike Rogers as Director	For	For	Items 5-7 & 9-15 A vote FOR these candidates is considered warranted as no significant concerns have been identified. Item 8 A vote AGAINST the re-election of Frank Dangeard is considered warranted: " In addition to his role as NED of the Company, Frank Dangeard serves on boards of three other publicly listed companies, in particular, as Board Chair in two of those. This could potentially compromise his ability to commit sufficient time to his role at NatWest Group Plc.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Elect Director	Re-elect Mark Seligman as Director	For	For	Items 5-7 & 9-15 A vote FOR these candidates is considered warranted as no significant concerns have been identified. Item 8 A vote AGAINST the re-election of Frank Dangeard is considered warranted: " In addition to his role as NED of the Company, Frank Dangeard serves on boards of three other publicly listed companies, in particular, as Board Chair in two of those. This could potentially compromise his ability to commit sufficient time to his role at NatWest Group Plc.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Elect Director	Re-elect Lena Wilson as Director	For	For	Items 5-7 & 9-15 A vote FOR these candidates is considered warranted as no significant concerns have been identified. Item 8 A vote AGAINST the re-election of Frank Dangeard is considered warranted: " In addition to his role as NED of the Company, Frank Dangeard serves on boards of three other publicly listed companies, in particular, as Board Chair in two of those. This could potentially compromise his ability to commit sufficient time to his role at NatWest Group Plc.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Ratify Auditors	Reappoint Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Group Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.

NatWest Group Plc	NWG	United Kingdom	28/04/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR this item is considered warranted, although it is not without concern for shareholders: " The proposed remuneration arrangements will facilitate a significant increase in total pay opportunity available to the Executive team. " In contravention to accepted market practice, the Company has not applied a minimum 50% discount to the original LTI's opportunity when determining the RSP level. " De-risked long-term incentives up to 150% of salary are made possible under the RSP and may be regarded as an increase to fixed pay. " The total award opportunity delivered in shares and subject to deferral, is lower than under the existing policy. " Proportion of at-risk award under the policy is lower than the existing policy. " The RSP's use of a pre-grant performance assessment and a pre-vest test may be considered overly complex. The main reasons for support are: " The Company's executive remuneration package is positioned at the lower end relative to UK sector peers. The revised remuneration package remains less than that available to Executives before the introduction of CRD IV in 2014. " Bonus and RSP targets and underpins are aligned with the Company's ESG performances and targets set are in line with the Company's strategy. " Pre-grant assessment and the pre-vest tests utilised by the RSP are simpler than those operated under the existing LTI-only variable pay structure. " The Company's rationale in support of the revised remuneration arrangements provided is considered compelling. " The proposed remuneration arrangements seek to acknowledge the Company's atypical situation, including its ownership structure, which has contributed to the Company maintaining the 1:1 fixed:variable pay ratio, rather than adopting a 2:1 ratio which is utilised by many other UK banks, as permitted under CRD IV, if shareholder approval is acquired.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Approve/Amend Conversion of Securities	Authorise Issue of Equity in Connection with Equity Convertible Notes	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders: " If the Company were to issue Equity Convertible Notes and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: " Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and " The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Approve/Amend Conversion of Securities	Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders: " If the Company were to issue Equity Convertible Notes and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: " Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and " The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Authorize Directed Share Repurchase Program	Authorise Off-Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is considered warranted as no material concerns have been identified.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Authorize Directed Share Repurchase Program	Authorise Off-Market Purchase of Preference Shares	For	For	A vote FOR this resolution is considered warranted as no material concerns have been identified.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Management Climate-Related Proposal	Approve Climate Strategy	Against	Against	Votes AGAINST item is warranted. The company does not provide a detailed plan further after 2030 up to 2050, absence of a full net zero by 2050, and does not commit to a regular say-on-climate shareholders' vote. Furthermore, the company's disclosed targets are not SBTi approved at this time.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is considered warranted as no material concerns have been identified.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Elect Director	Re-elect Howard Davies as Director	For	For	Items 5-7 & 9-15 A vote FOR these candidates is considered warranted as no significant concerns have been identified. Item 8 A vote AGAINST the re-election of Frank Dangeard is considered warranted: " In addition to his role as NED of the Company, Frank Dangeard serves on boards of three other publicly listed companies, in particular, as Board Chair in two of those. This could potentially compromise his ability to commit sufficient time to his role at NatWest Group Plc.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Elect Director	Re-elect Alison Rose-Slade as Director	For	For	Items 5-7 & 9-15 A vote FOR these candidates is considered warranted as no significant concerns have been identified. Item 8 A vote AGAINST the re-election of Frank Dangeard is considered warranted: " In addition to his role as NED of the Company, Frank Dangeard serves on boards of three other publicly listed companies, in particular, as Board Chair in two of those. This could potentially compromise his ability to commit sufficient time to his role at NatWest Group Plc.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Elect Director	Re-elect Katie Murray as Director	For	For	Items 5-7 & 9-15 A vote FOR these candidates is considered warranted as no significant concerns have been identified. Item 8 A vote AGAINST the re-election of Frank Dangeard is considered warranted: " In addition to his role as NED of the Company, Frank Dangeard serves on boards of three other publicly listed companies, in particular, as Board Chair in two of those. This could potentially compromise his ability to commit sufficient time to his role at NatWest Group Plc.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Elect Director	Re-elect Frank Dangeard as Director	Against	Against	Items 5-7 & 9-15 A vote FOR these candidates is considered warranted as no significant concerns have been identified. Item 8 A vote AGAINST the re-election of Frank Dangeard is considered warranted: " In addition to his role as NED of the Company, Frank Dangeard serves on boards of three other publicly listed companies, in particular, as Board Chair in two of those. This could potentially compromise his ability to commit sufficient time to his role at NatWest Group Plc.
NatWest Group Plc	NWG	United Kingdom	28/04/2022	Elect Director	Re-elect Patrick Flynn as Director	For	For	Items 5-7 & 9-15 A vote FOR these candidates is considered warranted as no significant concerns have been identified. Item 8 A vote AGAINST the re-election of Frank Dangeard is considered warranted: " In addition to his role as NED of the Company, Frank Dangeard serves on boards of three other publicly listed companies, in particular, as Board Chair in two of those. This could potentially compromise his ability to commit sufficient time to his role at NatWest Group Plc.
NRW Holdings Limited	NWH	Australia	25/11/2021	Approve Pledging of Assets for Debt	Approve Financial Assistance in Relation to the Acquisition	For	For	A vote FOR this resolution is warranted as it is not contentious and common in this market when a company makes an acquisition funded by debt and security is granted to the financiers over the assets and undertakings of the acquired entity.
NRW Holdings Limited	NWH	Australia	25/11/2021	Elect Director	Elect Jeff Dowling as Director	For	For	A vote FOR independent director nominees Jeffrey Dowling and Peter Johnston is warranted, as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
NRW Holdings Limited	NWH	Australia	25/11/2021	Elect Director	Elect Peter Johnston as Director	For	For	A vote FOR independent director nominees Jeffrey Dowling and Peter Johnston is warranted, as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
NRW Holdings Limited	NWH	Australia	25/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted. After a review of the company's remuneration framework and practices, pay is reasonably aligned with performance for the period under review. The board has taken steps to respond to the "first strike" at the 2020 AGM and improved disclosure, particularly in the STI plan, and disclosed additional actions meant to further address shareholder concerns. The qualification is to highlight concerns regarding the granting of an additional one-off LTI award to the CEO for the successful completion of the Primero acquisition. One-off equity awards are inconsistent with Australian market practice, particularly for successfully completing transactions that would normally be ascribed as the CEO executing the strategic vision and in doing so, the CEO's "day job" responsibilities. In this case, however, the quantum of the additional award is not considered excessive.
NRW Holdings Limited	NWH	Australia	25/11/2021	Approve Share Plan Grant	Approve Grant of FY21 Performance Rights to Julian Pemberton under the NRW Holdings Limited Performance Rights Plan	For	For	A qualified vote FOR the grant of FY21 and FY22 performance rights to CEO is warranted. The structure of the LTI is broadly in line with market, though concerns are noted regarding the quantum of the award relative to peers.
NRW Holdings Limited	NWH	Australia	25/11/2021	Approve Share Plan Grant	Approve Grant of FY22 Performance Rights to Julian Pemberton under the NRW Holdings Limited Performance Rights Plan	For	For	A qualified vote FOR the grant of FY21 and FY22 performance rights to CEO is warranted. The structure of the LTI is broadly in line with market, though concerns are noted regarding the quantum of the award relative to peers.
NRW Holdings Limited	NWH	Australia	25/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Against	Against	A vote AGAINST this resolution is warranted. While the board argues an increase in the NED fee cap will provide more flexibility for possible board expansion and succession planning, the proposed increase is excessive, and it is two times the current NED fee cap. The current NED fee cap provides for sufficient headroom for board expansion and refreshment, and the board has not provided a complete case for the high quantum of the increase, but rather suggesting that the board may increase the board size "in the future".
NRW Holdings Limited	NWH	Australia	25/11/2021	Approve the Spill Resolution	Approve Conditional Spill Resolution	Against	Against	A vote AGAINST the spill resolution is warranted at this time. The company and board have taken steps to address shareholder concerns regarding remuneration practices. In particular, disclosure and framework of the STI plan have improved, and modest adjustments under the LTI plan were made to enhance the alignment with shareholders and the CEO. The source of concern also appears to be the large one-off LTI granted in FY20, and reflected as such at the 2020 AGM. However, shareholders may have regard for continued scrutiny of the company's remuneration practices and any subsequent one-off LTI grants going forward.
Netwealth Group Limited	NWL	Australia	27/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted as there is no material disconnect between pay and performance and shareholder interests. Some key factors are as follows: " Fixed remuneration is not excessive, consistent with peers, and there was no increase from the prior year; " STIs are not excessive or misaligned with performance, however, disclosure continues to be poor and inferior to market standards; and " No LTI grant in FY21.
Netwealth Group Limited	NWL	Australia	27/10/2021	Approve Share Plan Grant	Approve Grant of Options and Performance Rights to Matthew Heine	For	For	A vote FOR this item is warranted on the basis that the awards largely adhere to acceptable market practice and shareholder interests, with a three-year performance period and relative TSR and EPS CAGR performance measures. Concern is raised that a portion of the award is linked to non-financial measures.
Netwealth Group Limited	NWL	Australia	27/10/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A vote FOR this resolution is warranted because there is insufficient headroom in the non-executive director fee pool to appoint another director which may be needed for board refreshment purposes.
Netwealth Group Limited	NWL	Australia	27/10/2021	Elect Director	Elect Kate Temby as Director	For	For	A vote FOR the election of Kate Temby is warranted. No material issues have been identified regarding her nomination in respect of board and committee composition, nor any wider corporate governance issues.
Newell Brands Inc.	NWL	USA	5/05/2022	Elect Director	Elect Director Bridgett Ryan Berman	For	For	A vote FOR the director nominees is warranted.
Newell Brands Inc.	NWL	USA	5/05/2022	Elect Director	Elect Director Patrick D. Campbell	For	For	A vote FOR the director nominees is warranted.
Newell Brands Inc.	NWL	USA	5/05/2022	Elect Director	Elect Director James R. Craigie	For	For	A vote FOR the director nominees is warranted.
Newell Brands Inc.	NWL	USA	5/05/2022	Elect Director	Elect Director Brett M. Icahn	For	For	A vote FOR the director nominees is warranted.
Newell Brands Inc.	NWL	USA	5/05/2022	Elect Director	Elect Director Jay L. Johnson	For	For	A vote FOR the director nominees is warranted.
Newell Brands Inc.	NWL	USA	5/05/2022	Elect Director	Elect Director Gerardo I. Lopez	For	For	A vote FOR the director nominees is warranted.
Newell Brands Inc.	NWL	USA	5/05/2022	Elect Director	Elect Director Courtney R. Mather	For	For	A vote FOR the director nominees is warranted.
Newell Brands Inc.	NWL	USA	5/05/2022	Elect Director	Elect Director Ravichandra K. Saligram	For	For	A vote FOR the director nominees is warranted.
Newell Brands Inc.	NWL	USA	5/05/2022	Elect Director	Elect Director Judith A. Sprieser	For	For	A vote FOR the director nominees is warranted.

Newell Brands Inc.	NWL	USA	5/05/2022	Elect Director	Elect Director Robert A. Steele	For	For	A vote FOR the director nominee is warranted.
Newell Brands Inc.	NWL	USA	5/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Newell Brands Inc.	NWL	USA	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. Annual incentives are largely based on pre-set financial metrics and half of equity awards are performance based.
Newell Brands Inc.	NWL	USA	5/05/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Newell Brands Inc.	NWL	USA	5/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold would make the special meeting right more easily exercisable by institutional investors, while still providing protection against abuse.
News Corporation	NWSA	USA	17/11/2021	Elect Director	Elect Director K. Rupert Murdoch	For	For	A vote FOR the director nominee is warranted.
News Corporation	NWSA	USA	17/11/2021	Elect Director	Elect Director Lachlan K. Murdoch	For	For	A vote FOR the director nominee is warranted.
News Corporation	NWSA	USA	17/11/2021	Elect Director	Elect Director Robert J. Thomson	For	For	A vote FOR the director nominee is warranted.
News Corporation	NWSA	USA	17/11/2021	Elect Director	Elect Director Kelly Ayotte	For	For	A vote FOR the director nominee is warranted.
News Corporation	NWSA	USA	17/11/2021	Elect Director	Elect Director Jose Maria Aznar	For	For	A vote FOR the director nominee is warranted.
News Corporation	NWSA	USA	17/11/2021	Elect Director	Elect Director Natalie Bancroft	For	For	A vote FOR the director nominee is warranted.
News Corporation	NWSA	USA	17/11/2021	Elect Director	Elect Director Peter L. Barnes	For	For	A vote FOR the director nominee is warranted.
News Corporation	NWSA	USA	17/11/2021	Elect Director	Elect Director Ana Paula Pessoa	For	For	A vote FOR the director nominee is warranted.
News Corporation	NWSA	USA	17/11/2021	Elect Director	Elect Director Masroor Siddiqui	For	For	A vote FOR the director nominee is warranted.
News Corporation	NWSA	USA	17/11/2021	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
News Corporation	NWSA	USA	17/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Concerns continue to be raised regarding the rigor of the annual incentive program, with objectives set below the prior year's results for the second year in a row and a large subjective component, as well as incomplete disclosure surrounding performance share objectives. Nevertheless, both incentive programs remain primarily based on pre-set objective measures and pay remains in alignment with performance.
News Corporation	NWSA	USA	17/11/2021	Reduce Supermajority Vote Requirement	Adopt Simple Majority Vote	For	For	A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.
Nuix Ltd.	NXL	Australia	30/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	On balance a qualified vote FOR the remuneration report is warranted.* The company's remuneration structure is in line with market having fixed and variable remuneration, STI awards based on achieving financial metrics and LTI awards in the form of options with a three-year performance period.* The CEO's remuneration appears to be in line with market median and the Board exercised discretion to reduce STI bonuses for the post-IPO period is aligned with weak performance and shareholder interests. The qualification is to highlight concerns for the following: "Significant sign-on award granted to the incoming CEO of \$2.0 million is excessive and is subject to time and service-based conditions." The STI and LTI awards have common revenue and EBITDA performance measures that are not disclosed, however, such duplications may result in executives receiving duplicated bonuses over the short term and longer term for achieving the same underlying performance." The treatment of pre-IPO grants of options to non-executive directors and KMP executives appears to be excessively generous in light of poor FY21 results and declining share price since IPO.* The is no minimum shareholding requirement for Directors and KMPs.
Nuix Ltd.	NXL	Australia	30/11/2021	Elect Director	Elect Jacqueline Korhonen as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified in respect of their nomination.
Nuix Ltd.	NXL	Australia	30/11/2021	Elect Director	Elect Robert MacIver as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified in respect of their nomination.
NXP Semiconductors N.V.	NXPI	Netherlands	1/06/2022	Accept Financial Statements and Statutory Reports	Adopt Financial Statements and Statutory Reports	For	For	A vote FOR this proposal is warranted because of the absence of concern with the company's audit procedures or its auditors.
NXP Semiconductors N.V.	NXPI	Netherlands	1/06/2022	Approve Discharge of Board and President	Approve Discharge of Board Members	For	For	A vote FOR this proposal is warranted because of the absence of any information about significant and compelling controversies suggesting that the board is not fulfilling its fiduciary duties.
NXP Semiconductors N.V.	NXPI	Netherlands	1/06/2022	Elect Director	Reelect Kurt Sievers as Executive Director	For	For	A vote FOR all director nominees is warranted.
NXP Semiconductors N.V.	NXPI	Netherlands	1/06/2022	Elect Director	Reelect Peter Bonfield as Non-Executive Director	For	For	A vote FOR all director nominees is warranted.
NXP Semiconductors N.V.	NXPI	Netherlands	1/06/2022	Elect Director	Reelect Annette Clayton as Non-Executive Director	For	For	A vote FOR all director nominees is warranted.
NXP Semiconductors N.V.	NXPI	Netherlands	1/06/2022	Elect Director	Reelect Anthony Foxx as Non-Executive Director	For	For	A vote FOR all director nominees is warranted.
NXP Semiconductors N.V.	NXPI	Netherlands	1/06/2022	Elect Director	Elect Chunyuan Gu as Non-Executive Director	For	For	A vote FOR all director nominees is warranted.
NXP Semiconductors N.V.	NXPI	Netherlands	1/06/2022	Elect Director	Reelect Lena Olving as Non-Executive Director	For	For	A vote FOR all director nominees is warranted.
NXP Semiconductors N.V.	NXPI	Netherlands	1/06/2022	Elect Director	Reelect Julie Southern as Non-Executive Director	For	For	A vote FOR all director nominees is warranted.
NXP Semiconductors N.V.	NXPI	Netherlands	1/06/2022	Elect Director	Reelect Jasmin Stablin as Non-Executive Director	For	For	A vote FOR all director nominees is warranted.
NXP Semiconductors N.V.	NXPI	Netherlands	1/06/2022	Elect Director	Reelect Gregory Summe as Non-Executive Director	For	For	A vote FOR all director nominees is warranted.
NXP Semiconductors N.V.	NXPI	Netherlands	1/06/2022	Elect Director	Reelect Karl-Henrik Sundstrom as Non-Executive Director	For	For	A vote FOR all director nominees is warranted.
NXP Semiconductors N.V.	NXPI	Netherlands	1/06/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For	For	A vote FOR these proposals is warranted because the authority is in line with commonly used safeguards regarding volume and duration.
NXP Semiconductors N.V.	NXPI	Netherlands	1/06/2022	Eliminate Preemptive Rights	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	A vote FOR these proposals is warranted because the authority is in line with commonly used safeguards regarding volume and duration.
NXP Semiconductors N.V.	NXPI	Netherlands	1/06/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	A vote FOR this proposal is warranted. This proposal would allow the company to repurchase up to 10 percent of issued share capital, for up to 110 percent of the share price prior to the repurchase. There are no particular concerns regarding shareholders' ability to participate in the buyback program, and no history of abuse of previous buyback authorities.
NXP Semiconductors N.V.	NXPI	Netherlands	1/06/2022	Approve Reduction in Share Capital	Approve Cancellation of Ordinary Shares	For	For	A vote FOR this item is recommended as the cancellation of shares is in shareholders' interests.
NXP Semiconductors N.V.	NXPI	Netherlands	1/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. CEO pay and company performance are reasonably aligned during the year in review and the majority of CEO pay is conditioned on objective financial performance metrics. Additionally, the compensation committee demonstrated an adequate level of responsiveness to the prior year's relatively low say-on-pay support. Nevertheless, shareholders should continue to closely monitor the company's compensation practices, as the company's say-on-pay has received relatively low support for two consecutive years.
NextDC Ltd.	NXT	Australia	19/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted. Bonus outcomes are generous and somewhat excessive; however, pay and performance and shareholder outcomes are not considered to be materially misaligned over the current year and longer-term performance periods. The qualification is to highlight concerns that "The CEO's total remuneration now 2.3 times the median of industry peers, being objectively excessive, and" While fixed remuneration remained unchanged in FY21, the STI opportunity increased to 100 percent of fixed remuneration (from 75 percent in FY20), and the LTI opportunity has increased in the FY22 grant to 150 percent of fixed remuneration (from 100 percent in the FY21 grant) as the company undertakes a transition to a three year and four year performance period in the LTI.
NextDC Ltd.	NXT	Australia	19/11/2021	Elect Director	Elect Douglas Flynn as Director	For	For	A vote FOR the director nominee is warranted, as no material issues have been identified in respect of board and committee compositions.
NextDC Ltd.	NXT	Australia	19/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Craig Scroggie	For	For	A vote FOR the grant of performance right to CEO Craig Scroggie is warranted.* The grant of rights is structured in line with current market standards and aligned with improved shareholder outcomes, and* There is a single relative TSR performance measure, however, the absolute positive TSR requirement over the measurement period, ensures superior alignment with shareholder interests. The primary concern in this grant, as in prior years, is that the company offers "dividends on unvested shares" to be paid at the end of the performance period. Specifically, a dividend equivalent payment will be made on rights that vest, representing an inconsistency with good governance over remuneration practices in the Australian market. There is no assertion of any present entitlement to shares during the performance period for any look-back to compensate for dividends to be justified.
Next Plc	NXT	United Kingdom	19/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Next Plc	NXT	United Kingdom	19/05/2022	Elect Director	Re-elect Michael Roney as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Next Plc	NXT	United Kingdom	19/05/2022	Elect Director	Re-elect Jane Shields as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Next Plc	NXT	United Kingdom	19/05/2022	Elect Director	Re-elect Dame Dianne Thompson as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Next Plc	NXT	United Kingdom	19/05/2022	Elect Director	Re-elect Lord Wolfson as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Next Plc	NXT	United Kingdom	19/05/2022	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Next Plc	NXT	United Kingdom	19/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Next Plc	NXT	United Kingdom	19/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Next Plc	NXT	United Kingdom	19/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Next Plc	NXT	United Kingdom	19/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Next Plc	NXT	United Kingdom	19/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Next Plc	NXT	United Kingdom	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted, although it is not without concern because: * Full bonuses were paid to executives, although the Company has received GBP 16.2m for 2021/22 under the UK government's Coronavirus Job Retention Scheme (GBP 95m in the previous year), which it has not made a commitment to repay. However, in mitigation, it is noted that: * The Company voluntarily repaid GBP 29m of government support in the form of business rates relief. * Outcomes for the year are consistent with performance; and * Incentive targets are particularly transparent and objective.
Next Plc	NXT	United Kingdom	19/05/2022	Authorize Directed Share Repurchase Program	Authorise Off-Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted, although it is not without concerns for shareholders: * The use of contingent purchase contracts could tie the Company into buying back shares at unattractive prices if the market price falls after each contract has been agreed. The main reasons for support are: * Certain protections have been built into the mechanism which limit the downside risk for the Company in the event of a share price fall; and This authority is a continuation of NEXT's previous practice and is intended to provide it with flexibility to purchase shares.
Next Plc	NXT	United Kingdom	19/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Next Plc	NXT	United Kingdom	19/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Next Plc	NXT	United Kingdom	19/05/2022	Elect Director	Elect Soumen Das as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Next Plc	NXT	United Kingdom	19/05/2022	Elect Director	Re-elect Jonathan Bewes as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Next Plc	NXT	United Kingdom	19/05/2022	Elect Director	Re-elect Tom Hall as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Next Plc	NXT	United Kingdom	19/05/2022	Elect Director	Re-elect Tristia Harrison as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Next Plc	NXT	United Kingdom	19/05/2022	Elect Director	Re-elect Amanda James as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.

Next Plc Novozymes A/S	NXT NZYM.B	United Kingdom Denmark	19/05/2022 16/03/2022	Elect Director Receive Financial Statements and Statutory Reports (Non-Voting)	Re-elect Richard Papp as Director Receive Report of Board	For For	For For	A vote FOR these candidates is warranted as no significant concerns have been identified. This is a routine, non-voting item.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Approve Creation of DKK 56.2 Million Pool of Capital in B Shares without Preemptive Rights; DKK 56.2 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	For	For	A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Approve Reduction in Share Capital	Approve DKK 6 Million Reduction in Share Capital via Share Cancellation	For	For	A vote FOR this item is warranted as the cancellation of shares may improve the efficiency of the balance sheet, which may also enhance returns over the long-term.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Approve Special/Interim Dividends	Authorize Board to Decide on the Distribution of Extraordinary Dividends	For	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposal.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Amend Articles Board-Related	Amend Articles Re: Board-Related	For	For	A vote FOR this proposal is warranted because the proposed changes are positive in terms of shareholder value and rights.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles	For	For	A vote FOR this proposal is warranted because the proposed changes are neutral in terms of shareholder value and rights.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For	A vote FOR this formality is warranted as it will not have any impact on the material content of the adopted resolutions.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Transact Other Business (Non-Voting)	Other Business	For	For	This is a routine, non-voting item.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of DKK 5.50 Per Share	For	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene Danish remuneration practice. Concerns are noted, however, with the lack of disclosure of ex post targets for variable pay paid in 2021.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of DKK 1.56 Million for Chairman, DKK1.04 Million for Vice Chairman and DKK 522,000 for Other Directors; Approve Remuneration for Committee Work	For	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Elect Director	Reelect Jorgen Buhl Rasmussen (Chair) as Director	Abstain	Abstain	A vote FOR candidates Cornelis (Cees) de Jong (Item 7), Sharon James (Item 8b), Kasim Kutay (Item 8c) and Morten Otto Alexander Sommer (Item 8e) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidate Joergen Buhl Rasmussen (Item 6) is warranted due to his seats on the nomination committee and the lack of gender diversity on the board. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8a) is warranted due to his non-independent chairmanship status on an audit committee. A vote ABSTAIN for candidate Kim Stratton (Item 8d) is warranted due to her being overboarded.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Elect Director	Reelect Cornelis de Jong (Vice Chair) as Director	For	For	A vote FOR candidates Cornelis (Cees) de Jong (Item 7), Sharon James (Item 8b), Kasim Kutay (Item 8c) and Morten Otto Alexander Sommer (Item 8e) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidate Joergen Buhl Rasmussen (Item 6) is warranted due to his seats on the nomination committee and the lack of gender diversity on the board. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8a) is warranted due to his non-independent chairmanship status on an audit committee. A vote ABSTAIN for candidate Kim Stratton (Item 8d) is warranted due to her being overboarded.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Elect Director	Reelect Heine Dalsgaard as Director	Abstain	Abstain	A vote FOR candidates Cornelis (Cees) de Jong (Item 7), Sharon James (Item 8b), Kasim Kutay (Item 8c) and Morten Otto Alexander Sommer (Item 8e) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidate Joergen Buhl Rasmussen (Item 6) is warranted due to his seats on the nomination committee and the lack of gender diversity on the board. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8a) is warranted due to his non-independent chairmanship status on an audit committee. A vote ABSTAIN for candidate Kim Stratton (Item 8d) is warranted due to her being overboarded.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Elect Director	Elect Sharon James as Director	For	For	A vote FOR candidates Cornelis (Cees) de Jong (Item 7), Sharon James (Item 8b), Kasim Kutay (Item 8c) and Morten Otto Alexander Sommer (Item 8e) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidate Joergen Buhl Rasmussen (Item 6) is warranted due to his seats on the nomination committee and the lack of gender diversity on the board. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8a) is warranted due to his non-independent chairmanship status on an audit committee. A vote ABSTAIN for candidate Kim Stratton (Item 8d) is warranted due to her being overboarded.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Elect Director	Reelect Kasim Kutay as Director	For	For	A vote FOR candidates Cornelis (Cees) de Jong (Item 7), Sharon James (Item 8b), Kasim Kutay (Item 8c) and Morten Otto Alexander Sommer (Item 8e) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidate Joergen Buhl Rasmussen (Item 6) is warranted due to his seats on the nomination committee and the lack of gender diversity on the board. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8a) is warranted due to his non-independent chairmanship status on an audit committee. A vote ABSTAIN for candidate Kim Stratton (Item 8d) is warranted due to her being overboarded.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Elect Director	Reelect Kim Stratton as Director	Abstain	Abstain	A vote FOR candidates Cornelis (Cees) de Jong (Item 7), Sharon James (Item 8b), Kasim Kutay (Item 8c) and Morten Otto Alexander Sommer (Item 8e) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidate Joergen Buhl Rasmussen (Item 6) is warranted due to his seats on the nomination committee and the lack of gender diversity on the board. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8a) is warranted due to his non-independent chairmanship status on an audit committee. A vote ABSTAIN for candidate Kim Stratton (Item 8d) is warranted due to her being overboarded.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Elect Director	Elect Morten Otto Alexander Sommer as New Director	For	For	A vote FOR candidates Cornelis (Cees) de Jong (Item 7), Sharon James (Item 8b), Kasim Kutay (Item 8c) and Morten Otto Alexander Sommer (Item 8e) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidate Joergen Buhl Rasmussen (Item 6) is warranted due to his seats on the nomination committee and the lack of gender diversity on the board. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8a) is warranted due to his non-independent chairmanship status on an audit committee. A vote ABSTAIN for candidate Kim Stratton (Item 8d) is warranted due to her being overboarded.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Ratify Auditors	Ratify PricewaterhouseCoopers as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Realty Income Corporation	O	USA	17/05/2022	Elect Director	Elect Director Priscilla Almodovar	For	For	A vote FOR the director nominee is warranted.
Realty Income Corporation	O	USA	17/05/2022	Elect Director	Elect Director Jacqueline Brady	For	For	A vote FOR the director nominee is warranted.
Realty Income Corporation	O	USA	17/05/2022	Elect Director	Elect Director A. Larry Chapman	For	For	A vote FOR the director nominee is warranted.
Realty Income Corporation	O	USA	17/05/2022	Elect Director	Elect Director Reginald H. Gilyard	For	For	A vote FOR the director nominee is warranted.
Realty Income Corporation	O	USA	17/05/2022	Elect Director	Elect Director Mary Hogan Prousse	For	For	A vote FOR the director nominee is warranted.
Realty Income Corporation	O	USA	17/05/2022	Elect Director	Elect Director Priya Cherian Huskins	For	For	A vote FOR the director nominee is warranted.
Realty Income Corporation	O	USA	17/05/2022	Elect Director	Elect Director Gerardo I. Lopez	For	For	A vote FOR the director nominee is warranted.
Realty Income Corporation	O	USA	17/05/2022	Elect Director	Elect Director Michael D. McKee	For	For	A vote FOR the director nominee is warranted.
Realty Income Corporation	O	USA	17/05/2022	Elect Director	Elect Director Gregory T. McLaughlin	For	For	A vote FOR the director nominee is warranted.
Realty Income Corporation	O	USA	17/05/2022	Elect Director	Elect Director Ronald L. Merriman	For	For	A vote FOR the director nominee is warranted.
Realty Income Corporation	O	USA	17/05/2022	Elect Director	Elect Director Sumit Roy	For	For	A vote FOR the director nominee is warranted.
Realty Income Corporation	O	USA	17/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Realty Income Corporation	O	USA	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay is conditioned on clearly disclosed objective performance metrics, and the relative TSR metric targets above-median performance. Additionally, the one-time equity awards granted in connection with the closing of the recent transaction are conditioned on clearly disclosed performance objectives.
Realty Income Corporation	O	USA	17/05/2022	Increase Authorized Common Stock	Increase Authorized Common Stock	For	For	A vote FOR this proposal is warranted given that the proposed increase in the number of authorized common shares is reasonable and there are no substantial concerns about the company's past use of shares.
Oversea-Chinese Banking Corporation Limited	O39	Singapore	22/04/2022	Accept Financial Statements and Statutory Reports	Adopt Financial Statements and Directors' and Auditors' Reports	For	For	In the absence of any known issues concerning the company's audited accounts and financial statements, a vote FOR this resolution is warranted.
Oversea-Chinese Banking Corporation Limited	O39	Singapore	22/04/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	A vote FOR this resolution is warranted given that the size and pricing provisions of the proposed repurchase mandate are within the recommended limits.
Oversea-Chinese Banking Corporation Limited	O39	Singapore	22/04/2022	Elect Director	Elect Ooi Sang Kuang as Director	Against	Against	A vote AGAINST the elections of Sang Kuang Ooi, Kwee Fong Hon (Christina Ong), and Joo Yeow Wee is warranted given that they serve on the nominating committee and the company, under the leadership of a non-independent chairman, is not considered to have appointed a lead/senior independent director. Beng Seng Koh, the company's lead independent director, is a non-independent non-executive director under Sustainability Advisory Services' classification of directors. A vote FOR the remaining nominees is warranted given the absence of any known issues concerning the remaining nominees.
Oversea-Chinese Banking Corporation Limited	O39	Singapore	22/04/2022	Elect Director	Elect Koh Beng Seng as Director	For	For	A vote AGAINST the elections of Sang Kuang Ooi, Kwee Fong Hon (Christina Ong), and Joo Yeow Wee is warranted given that they serve on the nominating committee and the company, under the leadership of a non-independent chairman, is not considered to have appointed a lead/senior independent director. Beng Seng Koh, the company's lead independent director, is a non-independent non-executive director under Sustainability Advisory Services' classification of directors. A vote FOR the remaining nominees is warranted given the absence of any known issues concerning the remaining nominees.
Oversea-Chinese Banking Corporation Limited	O39	Singapore	22/04/2022	Elect Director	Elect Christina Hon Kwee Fong (Christina Ong) as Director	Against	Against	A vote AGAINST the elections of Sang Kuang Ooi, Kwee Fong Hon (Christina Ong), and Joo Yeow Wee is warranted given that they serve on the nominating committee and the company, under the leadership of a non-independent chairman, is not considered to have appointed a lead/senior independent director. Beng Seng Koh, the company's lead independent director, is a non-independent non-executive director under Sustainability Advisory Services' classification of directors. A vote FOR the remaining nominees is warranted given the absence of any known issues concerning the remaining nominees.
Oversea-Chinese Banking Corporation Limited	O39	Singapore	22/04/2022	Elect Director	Elect Wee Joo Yeow as Director	Against	Against	A vote AGAINST the elections of Sang Kuang Ooi, Kwee Fong Hon (Christina Ong), and Joo Yeow Wee is warranted given that they serve on the nominating committee and the company, under the leadership of a non-independent chairman, is not considered to have appointed a lead/senior independent director. Beng Seng Koh, the company's lead independent director, is a non-independent non-executive director under Sustainability Advisory Services' classification of directors. A vote FOR the remaining nominees is warranted given the absence of any known issues concerning the remaining nominees.

Oversea-Chinese Banking Corporation Limited	O39	Singapore	22/04/2022	Elect Director	Elect Chong Chuan Neo as Director	For	For	A vote AGAINST the elections of Sang Kuang Ooi, Kwee Fong Hon (Christina Ong), and Joo Yeow Wee is warranted given that they serve on the nominating committee and the company, under the leadership of a non-independent chairman, is not considered to have appointed a lead/senior independent director. Beng Seng Koh, the company's lead independent director, is a non-independent non-executive director under Sustainability Advisory Services' classification of directors. A vote FOR the remaining nominees is warranted given the absence of any known issues concerning the remaining nominees.
Oversea-Chinese Banking Corporation Limited	O39	Singapore	22/04/2022	Elect Director	Elect Lee Kok Keng Andrew as Director	For	For	A vote AGAINST the elections of Sang Kuang Ooi, Kwee Fong Hon (Christina Ong), and Joo Yeow Wee is warranted given that they serve on the nominating committee and the company, under the leadership of a non-independent chairman, is not considered to have appointed a lead/senior independent director. Beng Seng Koh, the company's lead independent director, is a non-independent non-executive director under Sustainability Advisory Services' classification of directors. A vote FOR the remaining nominees is warranted given the absence of any known issues concerning the remaining nominees.
Oversea-Chinese Banking Corporation Limited	O39	Singapore	22/04/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
Oversea-Chinese Banking Corporation Limited	O39	Singapore	22/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Directors' Remuneration	For	For	Director fees in Singapore are usually reasonable. In the absence of known concerns over director fees at the company, a vote FOR these proposals is warranted.
Oversea-Chinese Banking Corporation Limited	O39	Singapore	22/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Allotment and Issuance of Remuneration Shares to the Directors	For	For	Director fees in Singapore are usually reasonable. In the absence of known concerns over director fees at the company, a vote FOR these proposals is warranted.
Oversea-Chinese Banking Corporation Limited	O39	Singapore	22/04/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
Oversea-Chinese Banking Corporation Limited	O39	Singapore	22/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	For	A vote FOR this resolution is warranted because the issuance request without preemptive rights is within the recommended limit.
Oversea-Chinese Banking Corporation Limited	O39	Singapore	22/04/2022	Approve Stock Option Plan Grants	Approve Grant of Options and/or Rights and Issuance of Shares Pursuant to the OCBC Share Option Scheme 2001, OCBC Employee Share Purchase Plan, and the OCBC Deferred Share Plan 2021	Against	Against	A vote AGAINST this resolution is warranted given the following: * The company could be considered a mature company, and the limit under the Scheme, the Plan, and the DSP 2021 is 10 percent of the company's issued capital. * The lack of performance conditions attached during the vesting period of awards granted under the share plan would reduce the incentive rationale of the plan.
Oversea-Chinese Banking Corporation Limited	O39	Singapore	22/04/2022	Approve Stock Dividend Program	Approve Issuance of Shares Pursuant to the Oversea-Chinese Banking Corporation Limited Scrip Dividend Scheme	For	For	A vote FOR this resolution is warranted given that this is a routine dividend proposal.
Omni Bridgeway Limited	OBL	Australia	30/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted. There were no STI bonuses paid during the year. Two of the executive directors elected to receive 100 percent of their variable remuneration as an LTI which is well aligned with long term shareholder interests. The CEO's FY21 STI is significantly higher than the median of ASX 226-250 and ISS-selected peers. In mitigating this concern, the performance conditions attached, which include relative TSR hurdles with a positive TSR gate and growth of funds deployed, appear consistent with shareholder interests. Qualification is based on the following: " A medium concern for compensation has been identified given that the managing director/CEO's total pay is 2.5 times the CEO pay at companies of similar size and industry; and" The managing director/CEO received a 16.4-percent increase to his fixed remuneration which is substantial and puts his fixed remuneration at 2.2x the median of the ASX 226-250 peer group and 3.2x the median of the Sustainability Advisory Services-selected peer group.
Omni Bridgeway Limited	OBL	Australia	30/11/2021	Elect Director	Elect Michael Kay as Director	For	For	A vote FOR the re-election of independent non-executive chair Michael Kay (Item 2) and independent non-executive director Christine Feldmanis (Item 3) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
Omni Bridgeway Limited	OBL	Australia	30/11/2021	Elect Director	Elect Christine Feldmanis as Director	For	For	A vote FOR the re-election of independent non-executive chair Michael Kay (Item 2) and independent non-executive director Christine Feldmanis (Item 3) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
Omni Bridgeway Limited	OBL	Australia	30/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution Re: Virtual Meetings	Against	Against	A vote AGAINST this resolution is warranted. * The proposed amendments to the constitution include wording that explicitly states that the company may conduct meetings by using virtual-only means. * While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meetings, and the wording proposed in the amendments explicitly allow for this. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders. * It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic. However, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to shareholders in approving this provision at present. * Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
Omni Bridgeway Limited	OBL	Australia	30/11/2021	Amend Restricted Stock Plan	Approve the Amendments of the Long Term Incentive Plan	For	For	A vote FOR this resolution is warranted. The LTI plan remains in line with market practice and the proposed amendments to the plan (definition of roles, LTI award value and introduction of malus and clawback provisions) are not considered problematic. The introduction of malus and clawback provisions in particular brings the company in line with better market practice.
Omni Bridgeway Limited	OBL	Australia	30/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Andrew Saker	For	For	A vote FOR the grant of performance rights to Managing Director (Item 6) and CEO Andrew Saker and Executive Director Raymond van Hulst (Item 7) is warranted, given that the terms are consistent with expected market practice and shareholder wealth outcomes, despite the concerns with respect to change in control provisions allowing automatic vesting.
Omni Bridgeway Limited	OBL	Australia	30/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Raymond van Hulst	For	For	A vote FOR the grant of performance rights to Managing Director (Item 6) and CEO Andrew Saker and Executive Director Raymond van Hulst (Item 7) is warranted, given that the terms are consistent with expected market practice and shareholder wealth outcomes, despite the concerns with respect to change in control provisions allowing automatic vesting.
Omni Bridgeway Limited	OBL	Australia	30/11/2021	Approve Director/Officer Liability and Indemnification	Approve the Deed of Indemnity, Insurance and Access	For	For	A vote FOR this resolution is warranted. Indemnity and access deeds are common among Australian listed companies and the Corporations Act restricts the level of indemnity a company may provide.
Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Elect Director	Re-elect Joern Rausing as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Richard (Rick) Haythornthwaite are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Elect Director	Re-elect Andrew Harrison as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Richard (Rick) Haythornthwaite are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Elect Director	Re-elect Emma Lloyd as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Richard (Rick) Haythornthwaite are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Elect Director	Re-elect Julie Southern as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Richard (Rick) Haythornthwaite are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Elect Director	Re-elect John Martin as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Richard (Rick) Haythornthwaite are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Elect Director	Re-elect Michael Sherman as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Richard (Rick) Haythornthwaite are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Elect Director	Elect Nadia Shouraboura as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Richard (Rick) Haythornthwaite are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Ratify Auditors	Reappoint Deloitte LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Approve Remuneration Policy	Approve Remuneration Policy	Against	Against	A vote AGAINST this item is considered warranted: * The revised VCP provides participants with an increased award pool and maximum individual allocation, as well as extended performance period when targets may be retested. The proposed changes do not address these previously highlighted concerns, particularly the high quantum. * The VCP is considered to be more complex and costly to administer than more typical LTIP structures.
Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Amend Restricted Stock Plan	Amend Value Creation Plan	Against	Against	A vote AGAINST this item is considered warranted: * The revised VCP provides participants with an increased award pool and maximum individual allocation, as well as extended performance period when targets may be retested. The proposed changes do not address these previously highlighted concerns, particularly the high quantum. * The VCP is considered to be more complex and costly to administer than more typical LTIP structures.
Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity in Connection with a Rights Issue	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Adopt New Articles of Association/Charter	Adopt New Articles of Association	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted although it is not without concerns: * The Company continues to operate a Value Creation Plan (VCP), which is a highly levered variable pay structure. * The AIP limit for FY2022 is being increased from 215% to 250% for all EDs, save for the CEO. The main reasons for support are: * The resulting variable payouts during the year do not raise material concerns, and there is no material disconnect between Group performance and overall pay outcomes.

Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Elect Director	Re-elect Richard Haythornthwaite as Director	Against	Against	Votes AGAINST incumbent Nominating Committee chair Richard (Rick) Haythornthwaite are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Elect Director	Re-elect Tim Steiner as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Richard (Rick) Haythornthwaite are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Elect Director	Re-elect Stephen Daintith as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Richard (Rick) Haythornthwaite are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Elect Director	Re-elect Neill Abrams as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Richard (Rick) Haythornthwaite are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Elect Director	Re-elect Mark Richardson as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Richard (Rick) Haythornthwaite are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ocado Group Plc	OCDO	United Kingdom	4/05/2022	Elect Director	Re-elect Luke Jensen as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Richard (Rick) Haythornthwaite are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Old Dominion Freight Line, Inc.	ODFL	USA	18/05/2022	Elect Director	Elect Director Sherry A. Aaholm	For	For	A vote FOR the director nominees is warranted.
Old Dominion Freight Line, Inc.	ODFL	USA	18/05/2022	Elect Director	Elect Director Leo H. Suggs	For	For	A vote FOR the director nominees is warranted.
Old Dominion Freight Line, Inc.	ODFL	USA	18/05/2022	Elect Director	Elect Director D. Michael Wray	For	For	A vote FOR the director nominees is warranted.
Old Dominion Freight Line, Inc.	ODFL	USA	18/05/2022	Elect Director	Elect Director David S. Congdon	For	For	A vote FOR the director nominees is warranted.
Old Dominion Freight Line, Inc.	ODFL	USA	18/05/2022	Elect Director	Elect Director John R. Congdon, Jr.	For	For	A vote FOR the director nominees is warranted.
Old Dominion Freight Line, Inc.	ODFL	USA	18/05/2022	Elect Director	Elect Director Bradley R. Gabosch	For	For	A vote FOR the director nominees is warranted.
Old Dominion Freight Line, Inc.	ODFL	USA	18/05/2022	Elect Director	Elect Director Greg C. Garratt	For	For	A vote FOR the director nominees is warranted.
Old Dominion Freight Line, Inc.	ODFL	USA	18/05/2022	Elect Director	Elect Director Patrick D. Hanley	For	For	A vote FOR the director nominees is warranted.
Old Dominion Freight Line, Inc.	ODFL	USA	18/05/2022	Elect Director	Elect Director John D. Kasarda	For	For	A vote FOR the director nominees is warranted.
Old Dominion Freight Line, Inc.	ODFL	USA	18/05/2022	Elect Director	Elect Director Wendy T. Stallings	For	For	A vote FOR the director nominees is warranted.
Old Dominion Freight Line, Inc.	ODFL	USA	18/05/2022	Elect Director	Elect Director Thomas A. Stith, III	For	For	A vote FOR the director nominees is warranted.
Old Dominion Freight Line, Inc.	ODFL	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. While some concerns remain regarding the design of the PIP program, which allows for relatively large maximum payout opportunities, and the one-year performance periods underlying the company's equity grants, the majority of pay remains conditioned on objective financial performance metrics and CEO pay and company performance are reasonably aligned at this time.
Old Dominion Freight Line, Inc.	ODFL	USA	18/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Organon & Co.	OGN	USA	7/06/2022	Elect Director	Elect Director Robert A. Essner	For	For	A vote FOR the director nominees is warranted.
Organon & Co.	OGN	USA	7/06/2022	Elect Director	Elect Director Shelly Lazarus	For	For	A vote FOR the director nominees is warranted.
Organon & Co.	OGN	USA	7/06/2022	Elect Director	Elect Director Cynthia M. Patton	For	For	A vote FOR the director nominees is warranted.
Organon & Co.	OGN	USA	7/06/2022	Elect Director	Elect Director Grace Puma	For	For	A vote FOR the director nominees is warranted.
Organon & Co.	OGN	USA	7/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. The company was formed after a mid-year spinoff. Annual incentives are largely based on pre-set financial measures and performance-based equity utilized a multi-year measurement period. Although some concern is noted regarding the majority time-based equity awards, this is mitigated by the increased composition of performance equity in the FY22 award.
Organon & Co.	OGN	USA	7/06/2022	Advisory Vote on Say on Pay Frequency	Advisory Vote on Say on Pay Frequency	One Year	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.
Organon & Co.	OGN	USA	7/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
ONEOK, Inc.	OKE	USA	25/05/2022	Elect Director	Elect Director Brian L. Derksen	For	For	A vote FOR the director nominees is warranted.
ONEOK, Inc.	OKE	USA	25/05/2022	Elect Director	Elect Director Eduardo A. Rodriguez	For	For	A vote FOR the director nominees is warranted.
ONEOK, Inc.	OKE	USA	25/05/2022	Elect Director	Elect Director Gerald B. Smith	For	For	A vote FOR the director nominees is warranted.
ONEOK, Inc.	OKE	USA	25/05/2022	Elect Director	Elect Director Julie H. Edwards	For	For	A vote FOR the director nominees is warranted.
ONEOK, Inc.	OKE	USA	25/05/2022	Elect Director	Elect Director John W. Gibson "Withdrawn Resolution"	For	For	A vote FOR the director nominees is warranted.
ONEOK, Inc.	OKE	USA	25/05/2022	Elect Director	Elect Director Mark W. Helderman	For	For	A vote FOR the director nominees is warranted.
ONEOK, Inc.	OKE	USA	25/05/2022	Elect Director	Elect Director Randall J. Larson	For	For	A vote FOR the director nominees is warranted.
ONEOK, Inc.	OKE	USA	25/05/2022	Elect Director	Elect Director Steven J. Malcolm	For	For	A vote FOR the director nominees is warranted.
ONEOK, Inc.	OKE	USA	25/05/2022	Elect Director	Elect Director Jim W. Mogg	For	For	A vote FOR the director nominees is warranted.
ONEOK, Inc.	OKE	USA	25/05/2022	Elect Director	Elect Director Patsy L. Moore	For	For	A vote FOR the director nominees is warranted.
ONEOK, Inc.	OKE	USA	25/05/2022	Elect Director	Elect Director Pierce H. Norton, II	For	For	A vote FOR the director nominees is warranted.
ONEOK, Inc.	OKE	USA	25/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
ONEOK, Inc.	OKE	USA	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time and the majority of the new CEO's compensation is based on objective financial performance metrics.
Okta, Inc.	OKTA	USA	21/06/2022	Elect Director	Elect Director Jeff Epstein	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Jeffrey (Jeff) Epstein, J. Frederic Kerrest, and Rebecca (Becky) Saeger given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for incumbent nominating and governance committee member Rebecca (Becky) Saeger given the board's failure to remove the problematic capital structure or subject it to a less onerous sunset requirement.
Okta, Inc.	OKTA	USA	21/06/2022	Elect Director	Elect Director J. Frederic Kerrest	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Jeffrey (Jeff) Epstein, J. Frederic Kerrest, and Rebecca (Becky) Saeger given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for incumbent nominating and governance committee member Rebecca (Becky) Saeger given the board's failure to remove the problematic capital structure or subject it to a less onerous sunset requirement.
Okta, Inc.	OKTA	USA	21/06/2022	Elect Director	Elect Director Rebecca Saeger	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Jeffrey (Jeff) Epstein, J. Frederic Kerrest, and Rebecca (Becky) Saeger given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for incumbent nominating and governance committee member Rebecca (Becky) Saeger given the board's failure to remove the problematic capital structure or subject it to a less onerous sunset requirement.
Okta, Inc.	OKTA	USA	21/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Okta, Inc.	OKTA	USA	21/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. The CEO and other NEOs received significant equity awards, all of which were entirely time-based. Shareholders generally expect that a significant portion of equity awards be subject to rigorous performance criteria.
OmnicomGroup Inc.	OMC	USA	3/05/2022	Elect Director	Elect Director John D. Wren	For	For	A vote FOR Director Mary Choksi is warranted.
OmnicomGroup Inc.	OMC	USA	3/05/2022	Elect Director	Elect Director Valerie M. Williams	For	For	A vote FOR Director Mary Choksi is warranted.
OmnicomGroup Inc.	OMC	USA	3/05/2022	Elect Director	Elect Director Mary C. Choksi	For	For	A vote FOR Director Mary Choksi is warranted.
OmnicomGroup Inc.	OMC	USA	3/05/2022	Elect Director	Elect Director Leonard S. Coleman, Jr.	For	For	A vote FOR Director Mary Choksi is warranted.
OmnicomGroup Inc.	OMC	USA	3/05/2022	Elect Director	Elect Director Mark D. Gerstein	For	For	A vote FOR Director Mary Choksi is warranted.
OmnicomGroup Inc.	OMC	USA	3/05/2022	Elect Director	Elect Director Ronnie S. Hawkins	For	For	A vote FOR Director Mary Choksi is warranted.
OmnicomGroup Inc.	OMC	USA	3/05/2022	Elect Director	Elect Director Deborah J. Kissire	For	For	A vote FOR Director Mary Choksi is warranted.
OmnicomGroup Inc.	OMC	USA	3/05/2022	Elect Director	Elect Director Gracia C. Martore	For	For	A vote FOR Director Mary Choksi is warranted.
OmnicomGroup Inc.	OMC	USA	3/05/2022	Elect Director	Elect Director Patricia Salas Pineda	For	For	A vote FOR Director Mary Choksi is warranted.
OmnicomGroup Inc.	OMC	USA	3/05/2022	Elect Director	Elect Director Linda Johnson Rice	For	For	A vote FOR Director Mary Choksi is warranted.
OmnicomGroup Inc.	OMC	USA	3/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. Annual and long-term incentives are largely based on financial metrics.
OmnicomGroup Inc.	OMC	USA	3/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
OmnicomGroup Inc.	OMC	USA	3/05/2022	Political Contributions Disclosure	Report on Political Contributions and Expenditures	For	For	A vote FOR this proposal is warranted, as there are still gaps in terms of what Omnicom discloses about its and its agencies' political contribution spending and nonprofit organization participation. Continued disclosure on the companies' political spending will benefit long term shareholder value and provide continued transparency in the companies' activities.
oHmedia Limited	OML	Australia	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted. * Disclosure is adequate; * STI bonuses are not excessive and consistent with improved results; and * Nil LTI vesting is consistent with targets, financial performance and shareholder outcomes over the longer term. Some concerns are highlighted that the CEO's fixed remuneration is well above the market peers. The Sustainability Advisory Services quantitative pay for performance model indicates a medium level of concern for misalignment of pay, performance and shareholder outcomes in FY21 given the inclusion of LTI grants in remuneration, while the nil vesting outcomes are noted as appropriate.
oHmedia Limited	OML	Australia	12/05/2022	Elect Director	Elect Tony Faure as Director	For	For	A vote FOR the re-election of non-independent non-executive chairman Tony Faure and election of the independent non-executive director Joanne Pollard is warranted. The board is majority independent, and no material concerns are identified regarding board and committee composition resulting from their nominations, nor wider corporate governance issues at present.
oHmedia Limited	OML	Australia	12/05/2022	Elect Director	Elect Joanne Pollard as Director	For	For	A vote FOR the re-election of non-independent non-executive chairman Tony Faure and election of the independent non-executive director Joanne Pollard is warranted. The board is majority independent, and no material concerns are identified regarding board and committee composition resulting from their nominations, nor wider corporate governance issues at present.
oHmedia Limited	OML	Australia	12/05/2022	Approve Share Plan Grant	Approve Grant of Performance Rights to Catherine O'Connor	For	For	A vote FOR the grant of performance rights to the CEO Catherine O'Connor is warranted. The terms of the proposed equity grant are not problematic. The company has provided good disclosure, and the structure of the grant is in line with the prior year grant, accepted market practice and shareholder interests. Vesting is after a three-year performance period being at the minimum accepted for LTI grants in the local market, no-retesting, and three equally weighted performance measures, with clawback provisions.
oHmedia Limited	OML	Australia	12/05/2022	Renew Partial Takeover Provision	Approve Renewal of Proportional Takeover Provisions	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.

OMV AG	OMV	Austria	3/06/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)			This is a non-voting item.
OMV AG	OMV	Austria	3/06/2022	Elect Supervisory Board Member	Elect Edith Hlawati as Supervisory Board Member	For	For	Votes FOR the proposed nominees are warranted.
OMV AG	OMV	Austria	3/06/2022	Elect Supervisory Board Member	Elect Elisabeth Stadler as Supervisory Board Member	For	For	Votes FOR the proposed nominees are warranted.
OMV AG	OMV	Austria	3/06/2022	Elect Supervisory Board Member	Elect Robert Stajac as Supervisory Board Member	For	For	Votes FOR the proposed nominees are warranted.
OMV AG	OMV	Austria	3/06/2022	Elect Supervisory Board Member	Elect Jean-Baptiste Renard as Supervisory Board Member	For	For	Votes FOR the proposed nominees are warranted.
OMV AG	OMV	Austria	3/06/2022	Elect Supervisory Board Member	Elect Stefan Doboczyk as Supervisory Board Member	For	For	Votes FOR the proposed nominees are warranted.
OMV AG	OMV	Austria	3/06/2022	Elect Supervisory Board Member	Elect Gertrude Tumpel-Gugereid as Supervisory Board Member	For	For	Votes FOR the proposed nominees are warranted.
OMV AG	OMV	Austria	3/06/2022	Other Business	New/Amended Proposals from Management and Supervisory Board	Against	Against	Votes AGAINST these items are warranted because: * These items concern additional instructions from the shareholder to the proxy in case new or amended voting items are introduced at the meeting by shareholders (Item 11.2) or the management and/or supervisory boards (Item 11.1); and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against these items on a precautionary basis
OMV AG	OMV	Austria	3/06/2022	Other Business	New/Amended Proposals from Shareholders	Against	Against	Votes AGAINST these items are warranted because: * These items concern additional instructions from the shareholder to the proxy in case new or amended voting items are introduced at the meeting by shareholders (Item 11.2) or the management and/or supervisory boards (Item 11.1); and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against these items on a precautionary basis
OMV AG	OMV	Austria	3/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 2.30 per Share	For	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
OMV AG	OMV	Austria	3/06/2022	Approve Discharge of Management Board	Approve Discharge of Management Board for Fiscal Year 2021	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
OMV AG	OMV	Austria	3/06/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
OMV AG	OMV	Austria	3/06/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Supervisory Board Members	For	For	A vote FOR this resolution is warranted because there is no evidence of excessiveness on the part of OMV's board in the past.
OMV AG	OMV	Austria	3/06/2022	Ratify Auditors	Ratify Ernst & Young as Auditors for Fiscal Year 2022	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
OMV AG	OMV	Austria	3/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted because the company's remuneration practices are in line with market practice and appear to provide a good pay-for-performance alignment.
OMV AG	OMV	Austria	3/06/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR this resolution is warranted because the company's remuneration system for management board members is broadly in line with best practice standards in Austria.
OMV AG	OMV	Austria	3/06/2022	Approve Executive Share Option Plan	Approve Long Term Incentive Plan 2022 for Key Employees	For	For	A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.
OMV AG	OMV	Austria	3/06/2022	Company-Specific Compensation-Related	Approve Equity Deferral Plan	For	For	A vote FOR this item is warranted because the terms of the proposed equity deferral plan are not problematic.
Oneview Healthcare Plc	ONE	Ireland	26/10/2021	Accept Financial Statements and Statutory Reports	Approve Financial Statements, Annual Report and Affairs of the Company	For	For	A vote FOR the company's routine submission of the directors' report and financial statements is warranted because no significant concerns have been identified.
Oneview Healthcare Plc	ONE	Ireland	26/10/2021	Approve Share Plan Grant	Approve Issuance of Restricted Share Units to Nashina Asaria	Against	Against	A vote AGAINST this resolution is warranted because local market guidelines do not support incentive equity grants to NEDs in light of ensuring independent judgment by a NED and preventing any potential conflict of interest.
Oneview Healthcare Plc	ONE	Ireland	26/10/2021	Approve Share Plan Grant	Approve Grant of Restricted Share Units (Performance Related Grant) to James Fitter	Against	Against	A vote AGAINST this resolution is warranted because the terms of the proposed grant are not in line with local market standards.
Oneview Healthcare Plc	ONE	Ireland	26/10/2021	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Grant of Restricted Share Units (Salary Sacrifice Grant) to James Fitter	For	For	A vote FOR this resolution is warranted.
Oneview Healthcare Plc	ONE	Ireland	26/10/2021	Approve Share Plan Grant	Approve Grant of Restricted Share Units to Joseph Rooney	Against	Against	A vote AGAINST these resolutions is warranted because local market guidelines do not support incentive equity grants to NEDs in light of ensuring independent judgment by a NED and preventing any potential conflict of interest.
Oneview Healthcare Plc	ONE	Ireland	26/10/2021	Approve Share Plan Grant	Approve Grant of Restricted Share Units to Lyle Berkowitz	Against	Against	A vote AGAINST these resolutions is warranted because local market guidelines do not support incentive equity grants to NEDs in light of ensuring independent judgment by a NED and preventing any potential conflict of interest.
Oneview Healthcare Plc	ONE	Ireland	26/10/2021	Approve Share Plan Grant	Approve Grant of Restricted Share Units to Nashina Asaria	Against	Against	A vote AGAINST these resolutions is warranted because local market guidelines do not support incentive equity grants to NEDs in light of ensuring independent judgment by a NED and preventing any potential conflict of interest.
Oneview Healthcare Plc	ONE	Ireland	26/10/2021	Approve Share Plan Grant	Approve Grant of Restricted Share Units to Michael Kaminski	Against	Against	A vote AGAINST these resolutions is warranted because local market guidelines do not support incentive equity grants to NEDs in light of ensuring independent judgment by a NED and preventing any potential conflict of interest.
Oneview Healthcare Plc	ONE	Ireland	26/10/2021	Approve Stock Option Plan Grants	Approve Grant of Share Options to Michael Kaminski	Against	Against	A vote AGAINST this resolution is warranted because local market standards do not support incentive equity grants to NEDs in light of ensuring independent judgment by a NED and preventing any potential conflict of interest.
Oneview Healthcare Plc	ONE	Ireland	26/10/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of 26.16 Million CUFs to Various Existing and New Institutional and Sophisticated Investors	For	For	A qualified vote FOR these resolutions is warranted because: "The company has provided a compelling rationale for the Placement, with the proceeds to be primarily used to fund the acceleration of the Cloud product development and investment in sales and marketing. The success of this undertaking will potentially be value accretive to the company and the shareholders in the long run." The company's financial position is also considered. The independent auditor's report for the half-year ended June 30, 2021 indicates that a material uncertainty exists which may cast significant doubt about the group's ability to continue as a going concern. As disclosed, the group is expected to continue to have negative cashflows from its operating activities. Funds obtained from the strategic investment will therefore assist the company in meeting its short-term capital requirements. Nevertheless, shareholders may be concerned with the substantial dilutive impact of the Placement (i.e., 24.71 percent as of Nov. 23, 2020).
Oneview Healthcare Plc	ONE	Ireland	26/10/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of 17.44 Million CUFs to Various Existing and New Institutional and Sophisticated Investors	For	For	A qualified vote FOR these resolutions is warranted because: "The company has provided a compelling rationale for the Placement, with the proceeds to be primarily used to fund the acceleration of the Cloud product development and investment in sales and marketing. The success of this undertaking will potentially be value accretive to the company and the shareholders in the long run." The company's financial position is also considered. The independent auditor's report for the half-year ended June 30, 2021 indicates that a material uncertainty exists which may cast significant doubt about the group's ability to continue as a going concern. As disclosed, the group is expected to continue to have negative cashflows from its operating activities. Funds obtained from the strategic investment will therefore assist the company in meeting its short-term capital requirements. Nevertheless, shareholders may be concerned with the substantial dilutive impact of the Placement (i.e., 24.71 percent as of Nov. 23, 2020).
Oneview Healthcare Plc	ONE	Ireland	26/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the adoption of the remuneration report is warranted. The remuneration practices of the company on balance are in line with local market standards. It is also noted that there were no cash bonuses paid to executives, which is in line with company performance during the year. Nevertheless, shareholders may be concerned with the following: "Former President, Executive Director, and Founder Mark McCloskey received termination payments amounting to EUR 410,000, which is excessive compared to his 12 months' fixed pay;" "Unacceptable vesting period of the equity awards;" "Insufficiently demanding performance hurdles of the incentive grants; and" The grant of incentive equities to NEDs.
Oneview Healthcare Plc	ONE	Ireland	26/10/2021	Company-Specific Compensation-Related	Authorize Board to Allot Share Based Remuneration	Against	Against	A vote AGAINST this resolution is warranted because the material terms of the RSUP are not in line with local market standards.
Oneview Healthcare Plc	ONE	Ireland	26/10/2021	Eliminate Preemptive Rights	Approve Disapplication of Pre-emptive Rights in Certain Circumstances	Against	Against	A vote AGAINST these resolutions is warranted because: "The proposed amounts under the general authority exceed the recommended limits of 33 percent of issued share capital for share issuances with pre-emptive rights and 10 percent of issued share capital for share issuances without pre-emptive rights; and" The duration of the proposals is longer than 18 months, contrary to recommended limits.
Oneview Healthcare Plc	ONE	Ireland	26/10/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve the Issuance of Up to 10 Percent of the Company's Issued Capital	For	For	A vote FOR this resolution is warranted.
Oneview Healthcare Plc	ONE	Ireland	26/10/2021	Elect Director	Elect Joseph Rooney as Director	For	For	A vote FOR these nominees is warranted.
Oneview Healthcare Plc	ONE	Ireland	26/10/2021	Elect Director	Elect Nashina Asaria as Director	For	For	A vote FOR these nominees is warranted.
Oneview Healthcare Plc	ONE	Ireland	26/10/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorize Board to Fix Remuneration of Auditors	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Oneview Healthcare Plc	ONE	Ireland	26/10/2021	Ratify Auditors	Appoint KPMG as Auditor of the Company	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Oneview Healthcare Plc	ONE	Ireland	26/10/2021	Increase Authorized Common Stock	Approve Increase in Authorized Share Capital	For	For	A vote FOR this resolution is warranted given that the proposed increase in the number of authorised (but unissued) share capital is reasonable and there are no substantial concerns about the Company's past use of shares.
Oneview Healthcare Plc	ONE	Ireland	26/10/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Against	Against	A vote AGAINST these resolutions is warranted because: "The proposed amounts under the general authority exceed the recommended limits of 33 percent of issued share capital for share issuances with pre-emptive rights and 10 percent of issued share capital for share issuances without pre-emptive rights; and" The duration of the proposals is longer than 18 months, contrary to recommended limits.
Oneview Healthcare Plc	ONE	Ireland	26/10/2021	Amend Restricted Stock Plan	Approve Amendment to Rules of the Oneview Healthcare plc Restricted Share Unit Plan and the Oneview Healthcare plc NED & Consultant RSU Plan	Against	Against	A vote AGAINST this resolution is warranted. The proposed amendment to accelerate vesting when a change of control event occurs is not in line with local market standards which support pro rata vesting based on performance and the portion of the vesting period up to the time of the change of control.
Oneview Healthcare Plc	ONE	Ireland	26/10/2021	Approve Issuance of Shares for a Private Placement	Approve Issuance of CUFs to Fidelity Investment Management (Hong Kong) Limited	For	For	A qualified vote FOR this resolution is warranted because: "The company provided a compelling rationale for the Placement, with the proceeds to be primarily used for the development and enhancement of the company's cloud-based healthcare solution and products. The success of this undertaking will potentially be value accretive to the company and the securityholders in the long run." The company's financial position is also considered. The independent auditor's report for the half-year ended June 30, 2021 indicates that a material uncertainty exists which may cast significant doubt about the group's ability to continue as a going concern. As disclosed, the group is expected to continue to have negative cashflows from its operating activities. Funds raised from the Placement assisted the company in meeting its short-term capital requirements.* Based on its estimated cash flow for the quarter ending Sept. 30, 2021, the company does not have sufficient funds available. Funds raised from the placement will therefore assist the company in meeting its short-term capital requirements.* Existing securityholders were given the opportunity to participate in the capital raising via the SPP, which somehow mitigates the dilutive impact of the institutional placement. Qualified support is based on the substantial overall dilutive impact of the Placement (i.e., 17.09 percent as at Nov. 21, 2021), the significant discount of the issue price of the CUFs, and that the Tranche 2 Placement was made to one investor, being Fidelity Investment Management (Hong Kong) Ltd.
Oneview Healthcare Plc	ONE	Ireland	26/10/2021	Approve Capital Raising	Approve Issuance of CUFs to Various Existing Eligible Securityholders under the SPP	For	For	A vote FOR this resolution is warranted.
Oneview Healthcare Plc	ONE	Ireland	26/10/2021	Approve Capital Raising	Approve Issuance of CUFs to Fitter Parties under the SPP	For	For	A vote FOR the issuance of Placement securities to CEO James Fitter (and his associates) is warranted. By participating in the capital raising on the same terms as other sophisticated and professional investors, Mr Fitter increases his 'skin in the game' which acts to better align interests with that of securityholders.
L'Oreal SA	OR	France	21/04/2022	Accept Financial Statements and Statutory Reports	Approve Financial Statements and Statutory Reports	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.

L'Oreal SA	OR	France	21/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Jean-Paul Agon, Chairman and CEO from 1 January 2021 to 30 April 2021	Against	Against	A vote AGAINST this remuneration report is warranted as: * Two remaining long term compensation plans remain due after the CEO's departure without being prorated * A retirement indemnity was granted to the former CEO despite him remaining in the company as chairman.
L'Oreal SA	OR	France	21/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Jean-Paul Agon, Chairman of the Board from 1 May 2021 to 31 December 2021	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
L'Oreal SA	OR	France	21/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Nicolas Hieronimus, CEO from 1 May 2021 to 31 December 2021	For	For	A vote FOR this remuneration report is warranted but is not without concerns as the company does not disclose sufficient information to ascertain that a performance condition attached to LTI plans is sufficiently stringent. The main reason for support are: The company improved its disclosure on the other performance condition of the LTIP The absence of any other concerns.
L'Oreal SA	OR	France	21/04/2022	Approve Remuneration Policy	Approve Remuneration Policy of Directors	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
L'Oreal SA	OR	France	21/04/2022	Approve Remuneration Policy	Approve Remuneration Policy of Chairman of the Board	For	For	A vote FOR this remuneration policy is warranted but is not without concern as the proposed remuneration is deemed high and exceeds market practice with no compelling rationale to support such a level of compensation for a non-executive board chairman. Support is however warranted given the fact that this policy has already been approved at the 2021 general assembly, which therefore limits any impact on a vote against this resolution.
L'Oreal SA	OR	France	21/04/2022	Approve Remuneration Policy	Approve Remuneration Policy of CEO	For	For	A vote FOR this remuneration policy is warranted, although the following concerns are raised: * The company does not disclose any threshold/target/maximum metrics concerning its annual variable remuneration; * In case of an executive departure, unvested long-term instrument might not be pro-rated for time; * The cap on exceptional LTIPs awards is deemed very high; * The termination package benefiting Nicolas Hieronimus as set by his (suspended) employment contract is not without any concerns regarding its cap and absence of performance conditions. The main reason for support are: * The information on the level of achievement of bonus' criteria has been closely monitored in the remuneration report that will be submitted to vote in 2022, and the improvement of the information concerning the level of achievements warrants a CONTENTIOUS FOR.
L'Oreal SA	OR	France	21/04/2022	Approve Transaction with a Related Party	Approve Transaction with Nestle Re: Redemption Contract	For	For	A vote FOR this proposal is warranted based on the information disclosed in the auditors' special report and by the company but is not without concerns as the company failed to disclose the full report of the independent expert
L'Oreal SA	OR	France	21/04/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	Such share buyback programs merit a vote FOR.
L'Oreal SA	OR	France	21/04/2022	Approve Reduction in Share Capital	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.
L'Oreal SA	OR	France	21/04/2022	Approve Restricted Stock Plan	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	A vote FOR this proposal is warranted, although the following concerns are raised: * The level of disclosure on the performance condition based on consolidated operating profit cannot be considered sufficient to ascertain that the vesting scale is stringent. The main reason for support is: * The introduction of non-financial criteria that improve the level of disclosure of the plan.
L'Oreal SA	OR	France	21/04/2022	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated Financial Statements and Statutory Reports	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
L'Oreal SA	OR	France	21/04/2022	Approve Qualified Employee Stock Purchase Plan	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	Votes FOR the employee stock purchase plans are warranted as the proposed volume respects the 10-percent recommended guidelines.
L'Oreal SA	OR	France	21/04/2022	Approve Qualified Employee Stock Purchase Plan	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For	Votes FOR the employee stock purchase plans are warranted as the proposed volume respects the 10-percent recommended guidelines.
L'Oreal SA	OR	France	21/04/2022	Amend Articles Board-Related	Amend Article 9 of Bylaws Re: Age Limit of Chairman of the Board	For	For	A vote FOR Item 22 is warranted as the proposal would relax the statutory age limit for the chairman A vote FOR Item 23 is warranted as the proposal would not change the statutory age limit for the CEO A vote FOR Item 24 is warranted, given that the modifications result from legal changes A vote FOR Item 25 is warranted but is not without concern as the amendment would prevent shareholders from voting on any shareholding requirement modifications for directors. Support is warranted as in practice the company requires a higher shareholding requirement for directors in its internal rules.
L'Oreal SA	OR	France	21/04/2022	Amend Articles Board-Related	Amend Article 11 of Bylaws Re: Age Limit of CEO	For	For	A vote FOR Item 22 is warranted as the proposal would relax the statutory age limit for the chairman A vote FOR Item 23 is warranted as the proposal would not change the statutory age limit for the CEO A vote FOR Item 24 is warranted, given that the modifications result from legal changes A vote FOR Item 25 is warranted but is not without concern as the amendment would prevent shareholders from voting on any shareholding requirement modifications for directors. Support is warranted as in practice the company requires a higher shareholding requirement for directors in its internal rules.
L'Oreal SA	OR	France	21/04/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Article 2 and 7 of Bylaws to Comply with Legal Changes	For	For	A vote FOR Item 22 is warranted as the proposal would relax the statutory age limit for the chairman A vote FOR Item 23 is warranted as the proposal would not change the statutory age limit for the CEO A vote FOR Item 24 is warranted, given that the modifications result from legal changes A vote FOR Item 25 is warranted but is not without concern as the amendment would prevent shareholders from voting on any shareholding requirement modifications for directors. Support is warranted as in practice the company requires a higher shareholding requirement for directors in its internal rules.
L'Oreal SA	OR	France	21/04/2022	Amend Articles Board-Related	Amend Article 8 of Bylaws Re: Shares Held by Directors	For	For	A vote FOR Item 22 is warranted as the proposal would relax the statutory age limit for the chairman A vote FOR Item 23 is warranted as the proposal would not change the statutory age limit for the CEO A vote FOR Item 24 is warranted, given that the modifications result from legal changes A vote FOR Item 25 is warranted but is not without concern as the amendment would prevent shareholders from voting on any shareholding requirement modifications for directors. Support is warranted as in practice the company requires a higher shareholding requirement for directors in its internal rules.
L'Oreal SA	OR	France	21/04/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Filing of Required Documents/Other Formalities	For	For	A vote FOR this routine item is warranted.
L'Oreal SA	OR	France	21/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 4.80 per Share and an Extra of EUR 0.48 per Share to Long Term Registered Shares	For	For	A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.
L'Oreal SA	OR	France	21/04/2022	Elect Director	Reelect Jean-Paul Agon as Director	For	For	A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 43.8 percent vs 33.3 percent recommended); excluding government representatives, employee representatives, and employee shareholder representatives (if any): 50.0 percent vs 50 percent recommended) and the absence of specific concerns (Item 4) A vote FOR the reelection of this independent nominee is warranted but is not without concerns given the fact that this nominee is a member of the governance board, which failed to put the related party transaction report of the company up to a vote by shareholders. Support is nonetheless justified given that the object of this concern will be assessed on the ex-post compensation of the previous CEO Agon-Jean Paul (Item 10). A Votes FOR the reelections of this independent nominee is warranted in the absence of specific concerns (Items 6).
L'Oreal SA	OR	France	21/04/2022	Elect Director	Reelect Patrice Caine as Director	For	For	A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 43.8 percent vs 33.3 percent recommended); excluding government representatives, employee representatives, and employee shareholder representatives (if any): 50.0 percent vs 50 percent recommended) and the absence of specific concerns (Item 4) A vote FOR the reelection of this independent nominee is warranted but is not without concerns given the fact that this nominee is a member of the governance board, which failed to put the related party transaction report of the company up to a vote by shareholders. Support is nonetheless justified given that the object of this concern will be assessed on the ex-post compensation of the previous CEO Agon-Jean Paul (Item 10). A Votes FOR the reelections of this independent nominee is warranted in the absence of specific concerns (Items 6).
L'Oreal SA	OR	France	21/04/2022	Elect Director	Reelect Belen Garjio as Director	For	For	A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 43.8 percent vs 33.3 percent recommended); excluding government representatives, employee representatives, and employee shareholder representatives (if any): 50.0 percent vs 50 percent recommended) and the absence of specific concerns (Item 4) A vote FOR the reelection of this independent nominee is warranted but is not without concerns given the fact that this nominee is a member of the governance board, which failed to put the related party transaction report of the company up to a vote by shareholders. Support is nonetheless justified given that the object of this concern will be assessed on the ex-post compensation of the previous CEO Agon-Jean Paul (Item 10). A Votes FOR the reelections of this independent nominee is warranted in the absence of specific concerns (Items 6).
L'Oreal SA	OR	France	21/04/2022	Ratify Auditors	Renew Appointment of Deloitte & Associates as Auditor	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
L'Oreal SA	OR	France	21/04/2022	Ratify Auditors	Appoint Ernst & Young as Auditor	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
L'Oreal SA	OR	France	21/04/2022	Remuneration-Related	Approve Compensation Report of Corporate Officers	For	For	A vote FOR this remuneration report is warranted, although caution is advised given the significant dissent concerning the compensation policy of the chairman and the amendment of the employment contract of the CEO.
Orora Limited	ORA	Australia	21/10/2021	Elect Director	Elect Jeremy Sutcliffe as Director	For	For	A qualified vote FOR the re-election of Jeremy Sutcliffe is warranted. He is classified as a non-independent director due to excessive tenure and he serves as a member of the Audit Committee. However, the board is majority independent and no other corporate governance concerns have been identified.A vote FOR the re-election of Samantha (Sam) Lewis is warranted as no material issues have been identified in respect of board and committee composition, nor any wider corporate governance issues.
Orora Limited	ORA	Australia	21/10/2021	Elect Director	Elect Samantha Lewis as Director	For	For	A qualified vote FOR the re-election of Jeremy Sutcliffe is warranted. He is classified as a non-independent director due to excessive tenure and he serves as a member of the Audit Committee. However, the board is majority independent and no other corporate governance concerns have been identified.A vote FOR the re-election of Samantha (Sam) Lewis is warranted as no material issues have been identified in respect of board and committee composition, nor any wider corporate governance issues.
Orora Limited	ORA	Australia	21/10/2021	Approve Share Plan Grant	Approve Grant of Deferred Share Rights to Brian Lowe	For	For	A vote FOR the issuance of rights to the CEO is warranted.* The deferred share rights (Item 3a) represent deferral into equity of a portion of the STI and sufficiently aligned with shareholder interests.* The LTI grant (Item 3b) is consistent with shareholder interests and good market practice, including clear disclosure of performance metrics (relative TSR and EPS growth of 4-8 percent) and gateway hurdles. The quantum of 70 percent of the CEO's fixed remuneration is consistent with peers.However, concerns are noted that the approval of the deferred rights represents an advance approval of rights which would be issues as part of the FY22 STI bonus, where the fiscal year has not been completed and performance is not known. Concerns are exacerbated given that performance hurdles are not disclosure for the performance measures being used, which would typically be necessary to fully inform shareholders of the extent of rigor performance targets. Such advance approval is inconsistent with Australian market practice.
Orora Limited	ORA	Australia	21/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Brian Lowe	For	For	A vote FOR the issuance of rights to the CEO is warranted.* The deferred share rights (Item 3a) represent deferral into equity of a portion of the STI and sufficiently aligned with shareholder interests.* The LTI grant (Item 3b) is consistent with shareholder interests and good market practice, including clear disclosure of performance metrics (relative TSR and EPS growth of 4-8 percent) and gateway hurdles. The quantum of 70 percent of the CEO's fixed remuneration is consistent with peers.However, concerns are noted that the approval of the deferred rights represents an advance approval of rights which would be issues as part of the FY22 STI bonus, where the fiscal year has not been completed and performance is not known. Concerns are exacerbated given that performance hurdles are not disclosure for the performance measures being used, which would typically be necessary to fully inform shareholders of the extent of rigor performance targets. Such advance approval is inconsistent with Australian market practice.

Orora Limited	ORA	Australia	21/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted. No material misalignment between pay and performance and shareholder interests is observed. STI bonuses were achieved at maximum to reflect the achievement of performance targets and there was no LTI vesting given that EPS and relative TSR performance hurdles were not achieved. This represents a sound alignment with the company's performance and shareholder outcomes. However, concerns continue to be observed regarding the absence of disclosure of specific and quantified hurdles in the STI and relatively high NED fees.
Orocobre Limited	ORE	Australia	30/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted as pay and performance are reasonably aligned at this time and STI and LTI structures and disclosures are generally consistent with accepted market practices. However, some concerns are identified as follows: " The company did not disclose a rationale for the significant increase in the CFO's fixed remuneration;" A majority of the STI is based on non-financial metrics, which is inconsistent with best market practice, including some that may be considered core "day job" duties;" The company did not disclose clear targets and goals under its STI program;" The absolute TSR measure is generally not a preferred metric given that it can reward executives due to market movement; and" The LTI lacks a positive TSR gateway, which would ensure awards are only earned when shareholder returns are positive.
Orocobre Limited	ORE	Australia	30/11/2021	Approve Share Plan Grant	Approve Grant of Merger Completion Performance Rights to Perez de Solay	Against	Against	A qualified vote FOR the grant of FY22 STI performance rights to the CEO (Item 8) is warranted as there is clear disclosure of performance metrics and weightings and some level of disclosure regarding targets. However, some investors may have concerns that a majority of the STI is based on non-financial performance hurdles. A qualified vote FOR the grant of FY22 LTI performance rights to the CEO (Item 9) is warranted. The structure of the LTI rights is in line with good market practice and will reward company performance. However, concerns are raised given the quantum of the LTI award is excessive relative to the LTI opportunity received by peers, the relative TSR comparator group is narrow and curated, and the absence of a positive TSR gateway. A vote AGAINST the grant of merger completion performance rights to the CEO (Item 10) is warranted as the terms of the grant are not in line with shareholder interests." The grant of bonus equity in connection with M&A transactions is generally not accepted in this market;" There are no performance hurdles and realization of the benefit is subject to ongoing employment only; and" There is no link and insufficient transparency between executive reward and performance and alignment with shareholder interests.
Orocobre Limited	ORE	Australia	30/11/2021	Change Company Name	Approve the Change of Company Name to Allkem Limited	For	For	A vote FOR this resolution is warranted on the basis that no corporate governance concerns have been identified.
Orocobre Limited	ORE	Australia	30/11/2021	Elect Director	Elect Martin Rowley as Director	For	For	A vote FOR the election of independent non-executive directors Martin Rowley (Item 3), Florencia Heredia (Item 4), John Turner (Item 5), and Alan Fitzpatrick (Item 6) is warranted as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues. Each of these directors were board members of Galaxy Resources prior to its merger with the company in August 2021.
Orocobre Limited	ORE	Australia	30/11/2021	Elect Director	Elect Florencia Heredia as Director	For	For	A vote FOR the election of independent non-executive directors Martin Rowley (Item 3), Florencia Heredia (Item 4), John Turner (Item 5), and Alan Fitzpatrick (Item 6) is warranted as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues. Each of these directors were board members of Galaxy Resources prior to its merger with the company in August 2021.
Orocobre Limited	ORE	Australia	30/11/2021	Elect Director	Elect John Turner as Director	For	For	A vote FOR the election of independent non-executive directors Martin Rowley (Item 3), Florencia Heredia (Item 4), John Turner (Item 5), and Alan Fitzpatrick (Item 6) is warranted as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues. Each of these directors were board members of Galaxy Resources prior to its merger with the company in August 2021.
Orocobre Limited	ORE	Australia	30/11/2021	Elect Director	Elect Alan Fitzpatrick as Director	For	For	A vote FOR the election of independent non-executive directors Martin Rowley (Item 3), Florencia Heredia (Item 4), John Turner (Item 5), and Alan Fitzpatrick (Item 6) is warranted as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues. Each of these directors were board members of Galaxy Resources prior to its merger with the company in August 2021.
Orocobre Limited	ORE	Australia	30/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Increase to Non-Executive Directors' Remuneration	For	For	A qualified vote FOR this resolution is warranted as the current non-executive director fee cap is insufficient to remunerate the existing directors, taking into account the addition of new directors following the merger with Galaxy Resources. This recommendation is qualified to highlight that the proposed increase will more than double the current fee cap.
Orocobre Limited	ORE	Australia	30/11/2021	Approve Share Plan Grant	Approve Grant of STI Performance Rights to Perez de Solay	For	For	A qualified vote FOR the grant of FY22 STI performance rights to the CEO (Item 8) is warranted as there is clear disclosure of performance metrics and weightings and some level of disclosure regarding targets. However, some investors may have concerns that a majority of the STI is based on non-financial performance hurdles. A qualified vote FOR the grant of FY22 LTI performance rights to the CEO (Item 9) is warranted. The structure of the LTI rights is in line with good market practice and will reward company performance. However, concerns are raised given the quantum of the LTI award is excessive relative to the LTI opportunity received by peers, the relative TSR comparator group is narrow and curated, and the absence of a positive TSR gateway. A vote AGAINST the grant of merger completion performance rights to the CEO (Item 10) is warranted as the terms of the grant are not in line with shareholder interests." The grant of bonus equity in connection with M&A transactions is generally not accepted in this market;" There are no performance hurdles and realization of the benefit is subject to ongoing employment only; and" There is no link and insufficient transparency between executive reward and performance and alignment with shareholder interests.
Orocobre Limited	ORE	Australia	30/11/2021	Approve Share Plan Grant	Approve Grant of LTI Performance Rights to Perez de Solay	For	For	A qualified vote FOR the grant of FY22 STI performance rights to the CEO (Item 8) is warranted as there is clear disclosure of performance metrics and weightings and some level of disclosure regarding targets. However, some investors may have concerns that a majority of the STI is based on non-financial performance hurdles. A qualified vote FOR the grant of FY22 LTI performance rights to the CEO (Item 9) is warranted. The structure of the LTI rights is in line with good market practice and will reward company performance. However, concerns are raised given the quantum of the LTI award is excessive relative to the LTI opportunity received by peers, the relative TSR comparator group is narrow and curated, and the absence of a positive TSR gateway. A vote AGAINST the grant of merger completion performance rights to the CEO (Item 10) is warranted as the terms of the grant are not in line with shareholder interests." The grant of bonus equity in connection with M&A transactions is generally not accepted in this market;" There are no performance hurdles and realization of the benefit is subject to ongoing employment only; and" There is no link and insufficient transparency between executive reward and performance and alignment with shareholder interests.
Origin Energy Limited	ORG	Australia	20/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted, as the request to amend the company's constitution is potentially broad with no regulatory framework to oversee shareholder proposals. The Board has confirmed its willingness to consult with the shareholder proponents with a view to addressing shareholder requirements and intends to allow a reasonable opportunity at the AGM to take questions from shareholders regarding these items.
Origin Energy Limited	ORG	Australia	20/10/2021	Community -Environment Impact	Subject to Resolution 10a Being Passed, Approve the Shareholder Proposal Re: For Water Resolution	For	For	A vote FOR this resolution is warranted as additional disclosure to address water resource protection would better allow shareholders to assess how the company is managing related risks.
Origin Energy Limited	ORG	Australia	20/10/2021	Community -Environment Impact	Subject to Resolution 10a Being Passed, Approve the Shareholder Proposal Re: For Cultural Heritage Resolution	For	For	A vote FOR this resolution is warranted, as this would ensure the company's commitments with respect to protecting sacred sites and doing exploration activity in license areas, as well as guarantee the company's compliance with relevant legislations.
Origin Energy Limited	ORG	Australia	20/10/2021	Community -Environment Impact	Subject to Resolution 10a Being Passed, Approve the Shareholder Proposal Re: For Consent & FPIC Resolution	For	For	A vote FOR this resolution is warranted given the adoption of the proposal should serve to further strengthen Origin's commitment to Indigenous Peoples' rights, as well as augment its existing Indigenous People's rights-related oversight mechanisms.
Origin Energy Limited	ORG	Australia	20/10/2021	Report on Climate Change	Subject to Resolution 10a Being Passed, Approve the Shareholder Proposal Re: For Climate-Related Lobbying Resolution	For	For	A vote FOR this resolution is warranted at this time. The company limits its review of its industry association partners to a scope that leaves out pertinent information. Some of the policies of its partners do not appear to be in line with the company's position on climate, which may be creating heightened risk for the company.
Origin Energy Limited	ORG	Australia	20/10/2021	Report on Climate Change	Subject to Resolution 10a Being Passed, Approve the Shareholder Proposal Re: For Paris-Aligned Capital Expenditure Resolution	For	For	A vote FOR this proposal is warranted, as additional information regarding the company's efforts to align its operations with Paris Agreement goals and reduction targets would benefit shareholders in assessing the company's management of its energy transition and climate change related risks.
Origin Energy Limited	ORG	Australia	20/10/2021	Elect Director	Elect Ilana Atlas as Director	For	For	A vote FOR all nominees is warranted however shareholder concerns include: " The appointment of Joan Withers the day after the 2020 AGM was a concerning governance practice and highlighted that the company did not allow sufficient time for her appointment to be completed and considered at the 2020 AGM, and " As Chairman of the Remuneration and People Committee, Steve Sargent is responsible for introducing a range of changes to the remuneration structure that increases the certainty of award outcomes for executives despite deteriorating financial performance of the company and shareholder outcomes.
Origin Energy Limited	ORG	Australia	20/10/2021	Elect Director	Elect Mick McCormack as Director	For	For	A vote FOR all nominees is warranted however shareholder concerns include: " The appointment of Joan Withers the day after the 2020 AGM was a concerning governance practice and highlighted that the company did not allow sufficient time for her appointment to be completed and considered at the 2020 AGM, and " As Chairman of the Remuneration and People Committee, Steve Sargent is responsible for introducing a range of changes to the remuneration structure that increases the certainty of award outcomes for executives despite deteriorating financial performance of the company and shareholder outcomes.
Origin Energy Limited	ORG	Australia	20/10/2021	Elect Director	Elect Joan Withers as Director	For	For	A vote FOR all nominees is warranted however shareholder concerns include: " The appointment of Joan Withers the day after the 2020 AGM was a concerning governance practice and highlighted that the company did not allow sufficient time for her appointment to be completed and considered at the 2020 AGM, and " As Chairman of the Remuneration and People Committee, Steve Sargent is responsible for introducing a range of changes to the remuneration structure that increases the certainty of award outcomes for executives despite deteriorating financial performance of the company and shareholder outcomes.
Origin Energy Limited	ORG	Australia	20/10/2021	Elect Director	Elect Scott Perkins as Director	For	For	A vote FOR all nominees is warranted however shareholder concerns include: " The appointment of Joan Withers the day after the 2020 AGM was a concerning governance practice and highlighted that the company did not allow sufficient time for her appointment to be completed and considered at the 2020 AGM, and " As Chairman of the Remuneration and People Committee, Steve Sargent is responsible for introducing a range of changes to the remuneration structure that increases the certainty of award outcomes for executives despite deteriorating financial performance of the company and shareholder outcomes.
Origin Energy Limited	ORG	Australia	20/10/2021	Elect Director	Elect Steven Sargent as Director	For	For	A vote FOR all nominees is warranted however shareholder concerns include: " The appointment of Joan Withers the day after the 2020 AGM was a concerning governance practice and highlighted that the company did not allow sufficient time for her appointment to be completed and considered at the 2020 AGM, and " As Chairman of the Remuneration and People Committee, Steve Sargent is responsible for introducing a range of changes to the remuneration structure that increases the certainty of award outcomes for executives despite deteriorating financial performance of the company and shareholder outcomes.

Origin Energy Limited	ORG	Australia	20/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the Remuneration Report is warranted.* STI bonuses have been substantially reduced in line with weaker reported operating results.* There has been partial vesting of the FY17 LTI grant for the first time in nine years, based on achievement of a ROCE target, the terms of which were previously approved by shareholders.* STI and LTI disclosure is clear and concise to allow shareholders the ability to independently assess the rigor of targeted performance in line with their expectations, which is used by the company to justify bonus outcomes in the context of declining year on year performance targets.Concerns regarding the remuneration structure and the extent of downward discretion which should have been applied by the board supports qualification for potential misalignment with market and shareholder interests.* The decline in market capitalization of Origin Energy over recent years, now places fixed remuneration for the CEO and Chairman well above market median for similar sized companies* FY21 STI award outcomes, despite being reduced for the CEO by 25 percent pursuant to board discretion, are at a high level compared to the weaker and declining year-on-year performance of the company, and based on lower targets for key STI financial performance measures.* The company uses underlying financial performance measures in assessing STI bonuses, which raises concerns for shareholders that executive bonuses are not fully linked to shareholder outcomes.* The FY21 LTI grant has a lower opportunity, however this has been exchanged for more certainty of vesting given that 50 percent of the LTI award is now subject to time-based vesting and a board assessment of performance against non-financial objectives.
Origin Energy Limited	ORG	Australia	20/10/2021	Approve Share Plan Grant	Approve Grant of Restricted Share Rights and Performance Share Rights to Frank Calabria	Against	Against	A vote AGAINST the grant of share rights to the CEO is warranted given concerns for misalignment of the restricted share component with market practice and shareholder interests.* Restricted share rights represent 50 percent the award and valued at \$1.1 million.* The Board has stated the restricted share rights tranche "is expected to vest unless there are material adverse deviations in the underlying health and performance of the Company" essentially representing deferred fixed remuneration.* The performance measures include a number of customer, community, planet, people and culture objectives that are best classified as 'day job' responsibilities and not worthy of being included in this long term incentive bonus.* Without substantive performance measures the grant of restricted share rights is simply deferred fixed remuneration involving a greater degree of certainty.
Origin Energy Limited	ORG	Australia	20/10/2021	Approve or Amend Severance Agreements/Change-in-Control Agreements	Approve Renewal of Potential Termination Benefits	For	For	A vote FOR this resolution is warranted because the potential termination benefits that may be paid are generally not considered termination benefits under the Corporations Act, are in accordance with executives' employment contracts or form part of the incentive plan rules. The company has appropriate 'good leaver' provisions which are not considered to be extreme or out of sync with market practices.Shareholder concerns include the ability for the board to exercise discretion to accelerate payment of a pro-rata incentive payment without appropriate achievement of performance conditions and the potential to adjust performance conditions. The board's use of its discretion in executive termination benefits in FY21 demonstrates no inappropriate upward discretion.
Orica Ltd.	ORI	Australia	16/12/2021	Elect Director	Elect Denise Gibson as Director	For	For	A vote FOR the re-election of Denise Gibson is warranted. No material issues have been identified regarding her nomination in respect of board and committee composition.
Orica Ltd.	ORI	Australia	16/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted.* No material disconnect between pay and performance and shareholder outcomes is observed during the year under review.* The board exercised discretion not to pay any STI bonuses given the company's weak financial performance in FY21 and there was nil LTI vesting of prior year LTI grants.* Whilst the new CEO's remuneration opportunity is high relative to peers, it is reduced compared to the remuneration package of the prior CEO.The recommendation is qualified to highlight the following concerns:• Continued absence of disclosure of certain STI threshold and stretch hurdles, although targeted performance is presented.* Continued use of RONA as a performance measure for both the STI and LTI, which doubles up executive incentive opportunities for achieving the same basic level of performance.* A high degree of concern for misalignment is identified in quantitative pay-for-performance analysis indicate high remuneration opportunities relative to peers and performance, although mitigation exists in nil vesting of the prior period LTI grants.
Orica Ltd.	ORI	Australia	16/12/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Sanjeev Gandhi	For	For	A qualified vote FOR this resolution is warranted. The introduction of a relative TSR metric (50 percent weighting) to complement the RONA hurdle (50 percent weighting) over a three-year period is in line with market practice and shareholder expectations.Concerns remain for* the high quantum of the LTI grant relative to the median of peers,* the reduced target RONA vesting range,* absence of a positive TSR gateway in the relative TSR hurdle to ensure LTI vesting is at least aligned with a positive return to shareholders, and* the discretion afforded to the board to adjust the RONA target range.
O'Reilly Automotive, Inc.	ORLY	USA	12/05/2022	Elect Director	Elect Director David O'Reilly	For	For	A vote FOR the director nominees is warranted.
O'Reilly Automotive, Inc.	ORLY	USA	12/05/2022	Elect Director	Elect Director Larry O'Reilly	For	For	A vote FOR the director nominees is warranted.
O'Reilly Automotive, Inc.	ORLY	USA	12/05/2022	Elect Director	Elect Director Greg Henslee	For	For	A vote FOR the director nominees is warranted.
O'Reilly Automotive, Inc.	ORLY	USA	12/05/2022	Elect Director	Elect Director Jay D. Burchfield	For	For	A vote FOR the director nominees is warranted.
O'Reilly Automotive, Inc.	ORLY	USA	12/05/2022	Elect Director	Elect Director Thomas T. Hendrickson	For	For	A vote FOR the director nominees is warranted.
O'Reilly Automotive, Inc.	ORLY	USA	12/05/2022	Elect Director	Elect Director John R. Murphy	For	For	A vote FOR the director nominees is warranted.
O'Reilly Automotive, Inc.	ORLY	USA	12/05/2022	Elect Director	Elect Director Dana M. Perlman	For	For	A vote FOR the director nominees is warranted.
O'Reilly Automotive, Inc.	ORLY	USA	12/05/2022	Elect Director	Elect Director Maria A. Sastre	For	For	A vote FOR the director nominees is warranted.
O'Reilly Automotive, Inc.	ORLY	USA	12/05/2022	Elect Director	Elect Director Andrea M. Weiss	For	For	A vote FOR the director nominees is warranted.
O'Reilly Automotive, Inc.	ORLY	USA	12/05/2022	Elect Director	Elect Director Fred Whitfield	For	For	A vote FOR the director nominees is warranted.
O'Reilly Automotive, Inc.	ORLY	USA	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time. However, continued monitoring of the pay program is warranted given concerns identified regarding the structure of both the STI and LTI plans.
O'Reilly Automotive, Inc.	ORLY	USA	12/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
O'Reilly Automotive, Inc.	ORLY	USA	12/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted. Lowering the ownership threshold for shareholders to call a special meeting from 15 percent to 10 percent would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right would remain small.
Orion Oyj	ORNBV	Finland	23/03/2022	Open Meeting	Open Meeting			These are routine meeting formalities.
Orion Oyj	ORNBV	Finland	23/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report (Advisory Vote)	For	For	A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice. However, concerns are noted with the lack of disclosure regarding targets for variable remuneration and performance period for the LTIP's established in the past.
Orion Oyj	ORNBV	Finland	23/03/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of EUR 90,000 for Chairman, EUR 55,000 for Vice Chairman and Chairman of the Committees, and EUR 45,000 for Other Directors; Approve Meeting Fees	For	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.
Orion Oyj	ORNBV	Finland	23/03/2022	Fix Number of Directors and/or Auditors	Fix Number of Directors at Eight	For	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board .
Orion Oyj	ORNBV	Finland	23/03/2022	Elect Directors (Bundled)	Reelect Mikael Silvennoinen (Chair), Kari Jussi Aho, Ari Lehtoranta, Veli-Matti Mattila, Hilpi Rautelin and Eija Ronkainen as Directors; Elect Maziar Mike Doustdar and Karen Lykke Sorensen as New Directors	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Orion Oyj	ORNBV	Finland	23/03/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Approve Remuneration of Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Orion Oyj	ORNBV	Finland	23/03/2022	Ratify Auditors	Ratify KPMG as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Orion Oyj	ORNBV	Finland	23/03/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of up to 14 Million Class B Shares without Preemptive Rights	For	For	A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.
Orion Oyj	ORNBV	Finland	23/03/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.
Orion Oyj	ORNBV	Finland	23/03/2022	Authorize Reissuance of Repurchased Shares	Authorize Reissuance of Repurchased Shares	For	For	A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.
Orion Oyj	ORNBV	Finland	23/03/2022	Close Meeting	Close Meeting			This is a non-voting formality.
Orion Oyj	ORNBV	Finland	23/03/2022	Call the Meeting to Order	Call the Meeting to Order			These are routine meeting formalities.
Orion Oyj	ORNBV	Finland	23/03/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or Vote Tabulation	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting			These are routine meeting formalities.
Orion Oyj	ORNBV	Finland	23/03/2022	Acknowledge Proper Convening of Meeting	Acknowledge Proper Convening of Meeting			These are routine meeting formalities.
Orion Oyj	ORNBV	Finland	23/03/2022	Prepare and Approve List of Shareholders	Prepare and Approve List of Shareholders			These are routine meeting formalities.
Orion Oyj	ORNBV	Finland	23/03/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports			This is a routine, non-voting item.
Orion Oyj	ORNBV	Finland	23/03/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Orion Oyj	ORNBV	Finland	23/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 1.50 Per Share; Approve Charitable Donations of up to EUR 350,000	For	For	A vote FOR this income allocation proposal is warranted, however, it should be noted that the proposed dividend exceeds earnings and thus the company will draw from reserves to pay out the dividend this year.
Orion Oyj	ORNBV	Finland	23/03/2022	Approve Discharge of Board and President	Approve Discharge of Board and President	For	For	A vote FOR this proposal is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Oil Search Ltd.	OSH	Papua New Guinea	7/12/2021	Approve Scheme of Arrangement	Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by Santos Limited	For	For	A qualified vote FOR the proposed Merger is warranted.* The terms of the Transaction are disclosed to provide for a premium to OSH shareholders of 16.8 percent over the OSH share price.* The combination of OSH and STO has a sound rationale to better maximize value from the development assets held by OSH.* The Independent Expert opines that the Transaction is in the best interests of OSH shareholders.* The proposed Transaction is an all-scrip deal in which OSH shareholders receive a premium to the prevailing traded market prices for OSH shares while also remaining fully exposed to the future value of OSH assets.* The Transaction is disclosed to unlock material pre-tax synergies, in which OSH shareholders will be able to benefit.* There is no evidence of any superior offer.
OneSpan Inc.	OSPN	USA	8/06/2022	Elect Director	Elect Director Marc Boroditsky	For	For	A vote FOR the director nominees is warranted.
OneSpan Inc.	OSPN	USA	8/06/2022	Elect Director	Elect Director Garry L. Capers	For	For	A vote FOR the director nominees is warranted.
OneSpan Inc.	OSPN	USA	8/06/2022	Elect Director	Elect Director Sarika Garg	For	For	A vote FOR the director nominees is warranted.
OneSpan Inc.	OSPN	USA	8/06/2022	Elect Director	Elect Director Marianne Johnson	For	For	A vote FOR the director nominees is warranted.
OneSpan Inc.	OSPN	USA	8/06/2022	Elect Director	Elect Director Michael McConnell	For	For	A vote FOR the director nominees is warranted.
OneSpan Inc.	OSPN	USA	8/06/2022	Elect Director	Elect Director Alfred Nietzel	For	For	A vote FOR the director nominees is warranted.

OneSpan Inc.	OSPN	USA	8/06/2022	Elect Director	Elect Director Marc Zenner	For	For	A vote FOR the director nominees is warranted.
OneSpan Inc.	OSPN	USA	8/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.
OneSpan Inc.	OSPN	USA	8/06/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Otis Worldwide Corporation	OTIS	USA	19/05/2022	Elect Director	Elect Director Jeffrey H. Black	For	For	A vote FOR the director nominees is warranted.
Otis Worldwide Corporation	OTIS	USA	19/05/2022	Elect Director	Elect Director Kathy Hopinkah Hannan	For	For	A vote FOR the director nominees is warranted.
Otis Worldwide Corporation	OTIS	USA	19/05/2022	Elect Director	Elect Director Shailesh G. Jejurkar	For	For	A vote FOR the director nominees is warranted.
Otis Worldwide Corporation	OTIS	USA	19/05/2022	Elect Director	Elect Director Christopher J. Kearney	For	For	A vote FOR the director nominees is warranted.
Otis Worldwide Corporation	OTIS	USA	19/05/2022	Elect Director	Elect Director Judith F. Marks	For	For	A vote FOR the director nominees is warranted.
Otis Worldwide Corporation	OTIS	USA	19/05/2022	Elect Director	Elect Director Harold W. McGraw, III	For	For	A vote FOR the director nominees is warranted.
Otis Worldwide Corporation	OTIS	USA	19/05/2022	Elect Director	Elect Director Margaret M. V. Preston	For	For	A vote FOR the director nominees is warranted.
Otis Worldwide Corporation	OTIS	USA	19/05/2022	Elect Director	Elect Director Shelley Stewart, Jr.	For	For	A vote FOR the director nominees is warranted.
Otis Worldwide Corporation	OTIS	USA	19/05/2022	Elect Director	Elect Director John H. Walker	For	For	A vote FOR the director nominees is warranted.
Otis Worldwide Corporation	OTIS	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. Annual incentives are largely based on pre-set financial measures and half of equity awards were targeted to be performance based and utilize a multi-year measurement period.
Otis Worldwide Corporation	OTIS	USA	19/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Otis Worldwide Corporation	OTIS	USA	19/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Amend Governing Documents Regarding Requirements to Call for a Special Meeting	Against	Against	A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the existing one-year holding period requirement is not especially problematic, is consistent with SEC requirements for filing shareholder proposals, and provides a reasonable safeguard against abuse of the right.
Over The Wire Holdings Limited	OTW	Australia	26/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the adoption of the remuneration report is warranted.
Over The Wire Holdings Limited	OTW	Australia	26/11/2021	Elect Director	Elect Brent Paddon as Director	For	For	A vote FOR these nominees is warranted.
Over The Wire Holdings Limited	OTW	Australia	26/11/2021	Elect Director	Elect Stephie Wilks as Director	For	For	A vote FOR these nominees is warranted.
Over The Wire Holdings Limited	OTW	Australia	26/11/2021	Approve Restricted Stock Plan	Approve Performance Rights Plan	For	For	A qualified vote FOR this resolution is warranted given that the Performance Rights Plan establishes the broader framework for equity-incentives to a wider range of the company's employees. However, governance concerns exist for the fact that non-executive directors may participate in the plan. This aspect is inconsistent with shareholder expectations in this market that NEDs do not receive incentive-based pay.
Over The Wire Holdings Limited	OTW	Australia	26/11/2021	Approve Restricted Stock Plan	Approve Employee Share Plan	For	For	A vote FOR this resolution is warranted.
Occidental Petroleum Corporation	OXY	USA	6/05/2022	Elect Director	Elect Director Vicky A. Bailey	For	For	A vote AGAINST Chairman Stephen I. Chazen is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary given concerns with respect to the company's climate-related strategy and capital allocation plans towards net-zero goals. A vote FOR the remaining director nominees is warranted.
Occidental Petroleum Corporation	OXY	USA	6/05/2022	Elect Director	Elect Director Stephen I. Chazen	Against	Against	A vote AGAINST Chairman Stephen I. Chazen is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary given concerns with respect to the company's climate-related strategy and capital allocation plans towards net-zero goals. A vote FOR the remaining director nominees is warranted.
Occidental Petroleum Corporation	OXY	USA	6/05/2022	Elect Director	Elect Director Andrew Gould	For	For	A vote AGAINST Chairman Stephen I. Chazen is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary given concerns with respect to the company's climate-related strategy and capital allocation plans towards net-zero goals. A vote FOR the remaining director nominees is warranted.
Occidental Petroleum Corporation	OXY	USA	6/05/2022	Elect Director	Elect Director Carlos M. Gutierrez	For	For	A vote AGAINST Chairman Stephen I. Chazen is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary given concerns with respect to the company's climate-related strategy and capital allocation plans towards net-zero goals. A vote FOR the remaining director nominees is warranted.
Occidental Petroleum Corporation	OXY	USA	6/05/2022	Elect Director	Elect Director Vicki Hollub	For	For	A vote AGAINST Chairman Stephen I. Chazen is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary given concerns with respect to the company's climate-related strategy and capital allocation plans towards net-zero goals. A vote FOR the remaining director nominees is warranted.
Occidental Petroleum Corporation	OXY	USA	6/05/2022	Elect Director	Elect Director William R. Klesse	For	For	A vote AGAINST Chairman Stephen I. Chazen is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary given concerns with respect to the company's climate-related strategy and capital allocation plans towards net-zero goals. A vote FOR the remaining director nominees is warranted.
Occidental Petroleum Corporation	OXY	USA	6/05/2022	Elect Director	Elect Director Jack B. Moore	For	For	A vote AGAINST Chairman Stephen I. Chazen is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary given concerns with respect to the company's climate-related strategy and capital allocation plans towards net-zero goals. A vote FOR the remaining director nominees is warranted.
Occidental Petroleum Corporation	OXY	USA	6/05/2022	Elect Director	Elect Director Avedick B. Poladian	For	For	A vote AGAINST Chairman Stephen I. Chazen is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary given concerns with respect to the company's climate-related strategy and capital allocation plans towards net-zero goals. A vote FOR the remaining director nominees is warranted.
Occidental Petroleum Corporation	OXY	USA	6/05/2022	Elect Director	Elect Director Robert M. Shearer	For	For	A vote AGAINST Chairman Stephen I. Chazen is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary given concerns with respect to the company's climate-related strategy and capital allocation plans towards net-zero goals. A vote FOR the remaining director nominees is warranted.
Occidental Petroleum Corporation	OXY	USA	6/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. As expected, CEO Hollub's total compensation was lowered for FY21, in response to investor feedback. Annual and long-term incentive programs were largely based on pre-set performance objectives and long-term incentives scheduled to vest in FY21 were not earned due to TSR underperformance. However, while concerns were mitigated for the year in review, investors would benefit from additional disclosure regarding performance ranges in the STI program and a more precise long-term incentive TSR target.
Occidental Petroleum Corporation	OXY	USA	6/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Occidental Petroleum Corporation	OXY	USA	6/05/2022	GHG Emissions	Report on Quantitative Short, Medium and Long-Term GHG Emissions Reduction Targets	For	For	A vote FOR this proposal is warranted, as investors would benefit from additional information on interim steps the company is taking to meet its long-term net-zero by 2050 target and how it plans to allocate capital in line with that goal.
OZ Minerals Limited	OZL	Australia	8/04/2022	Elect Director	Elect Charles Sartain as Director	For	For	A vote FOR the re-election of Charles Sartain and election of Sarah Ryan is warranted. No material issues have been identified regarding their nominations in respect of board and committee composition, nor any wider corporate governance concerns.
OZ Minerals Limited	OZL	Australia	8/04/2022	Elect Director	Elect Sarah Ryan as Director	For	For	A vote FOR the re-election of Charles Sartain and election of Sarah Ryan is warranted. No material issues have been identified regarding their nominations in respect of board and committee composition, nor any wider corporate governance concerns.
OZ Minerals Limited	OZL	Australia	8/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted. No material misalignment between pay and performance and shareholder outcomes is observed for the period under review. The following inconsistencies with typically accepted market practice are highlighted: * The high weighting on non-financial performance measures in the STI. * The one-off retention grant made to an executive. * The continued substantial increases in the CEO's fixed remuneration.
OZ Minerals Limited	OZL	Australia	8/04/2022	Approve Share Plan Grant	Approve Long Term Incentive Grant of Performance Rights to Andrew Cole	For	For	Item 4 A qualified vote FOR the FY22 LTI grant to the CEO is warranted given that the relative TSR and All-In Sustaining Cost metrics assessed over a 3 year performance period are well aligned with shareholder interests and market practice. This recommendation is qualified to highlight concern that a substantial 20 percent component of the LTI is linked to a new ESG metric which is new to this market and performance is measured against a MSCI ESG rating. Concern is warranted given that there is no clear disclosure of any underlying ESG goals to be achieved by the company, but rather a rating. Item 5 A vote FOR the STI equity grant is warranted. This is the deferred component of the FY21 STI bonus, the determination of which is adequately aligned with the company's good financial results and shareholder returns.
OZ Minerals Limited	OZL	Australia	8/04/2022	Approve Share Plan Grant	Approve Short Term Incentive Grant of Performance Rights to Andrew Cole	For	For	Item 4 A qualified vote FOR the FY22 LTI grant to the CEO is warranted given that the relative TSR and All-In Sustaining Cost metrics assessed over a 3 year performance period are well aligned with shareholder interests and market practice. This recommendation is qualified to highlight concern that a substantial 20 percent component of the LTI is linked to a new ESG metric which is new to this market and performance is measured against a MSCI ESG rating. Concern is warranted given that there is no clear disclosure of any underlying ESG goals to be achieved by the company, but rather a rating. Item 5 A vote FOR the STI equity grant is warranted. This is the deferred component of the FY21 STI bonus, the determination of which is adequately aligned with the company's good financial results and shareholder returns.
Palo Alto Networks, Inc.	PANW	USA	14/12/2021	Elect Director	Elect Director John M. Donovan	For	For	A vote FOR the director nominees is warranted.
Palo Alto Networks, Inc.	PANW	USA	14/12/2021	Elect Director	Elect Director John Key	For	For	A vote FOR the director nominees is warranted.
Palo Alto Networks, Inc.	PANW	USA	14/12/2021	Elect Director	Elect Director Mary Pat McCarthy	For	For	A vote FOR the director nominees is warranted.
Palo Alto Networks, Inc.	PANW	USA	14/12/2021	Elect Director	Elect Director Nir Zuk	For	For	A vote FOR the director nominees is warranted.
Palo Alto Networks, Inc.	PANW	USA	14/12/2021	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Palo Alto Networks, Inc.	PANW	USA	14/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Following last year's failed say-on-pay vote result, the compensation committee increased its engagement efforts with shareholders and made several improvements in response to shareholders' concerns. Notably, FY21 and FY22 equity awards are 100 percent performance based, while the company improved disclosure of its target STI goals. In addition, for FY22, the company eliminated duplicate performance metrics in the STI and LTI programs, adopted a multi-year LTI performance period, and decreased each NEO's equity award values for FY21 and more so for FY22, in light of investor feedback in recent years. Based on the enhanced degree of shareholder outreach, disclosure of feedback, and responsive actions, the compensation committee has demonstrated adequate responsiveness. Some concerns are raised regarding duplicate metrics in the STI and LTI program, in addition to the magnitude of the CEO's equity awards, although these concerns are being addressed by the board in compensation design and size going forward. There is also concern raised by the relatively high security costs, which significantly exceeds the security costs of most CEOs in the Russell 3000 Index. On balance, cautious support for the say on pay proposal is warranted, given significant improvements to the pay program in FY22. Close continued monitoring of pay program changes and CEO pay levels is warranted.
Palo Alto Networks, Inc.	PANW	USA	14/12/2021	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Paycom Software, Inc.	PAYC	USA	2/05/2022	Elect Director	Elect Director Jason D. Clark	For	Withhold	WITHHOLD votes are warranted for Jason Clark, Henry (Ric) Duques, and Chad Richison, in the absence of any incumbent compensation committee members on the ballot this year, due to insufficient responsiveness to last year's failed say-on-pay vote. WITHHOLD votes are also warranted for Clark, Duques, and Richison given the board's failure to respond to lack of majority support for director Frederick Peters last year, and failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.

Paycom Software, Inc.	PAYC	USA	2/05/2022	Elect Director	Elect Director Henry C. Duques	Withhold	Withhold	Withhold votes are warranted for Jason Clark, Henry (Ric) Duques, and Chad Richison, in the absence of any incumbent compensation committee members on the ballot this year, due to insufficient responsiveness to last year's failed say-on-pay vote. WITHHOLD votes are also warranted for Clark, Duques, and Richison given the board's failure to respond to lack of majority support for director Frederick Peters last year, and failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.
Paycom Software, Inc.	PAYC	USA	2/05/2022	Elect Director	Elect Director Chad Richison	Withhold	Withhold	Withhold votes are warranted for Jason Clark, Henry (Ric) Duques, and Chad Richison, in the absence of any incumbent compensation committee members on the ballot this year, due to insufficient responsiveness to last year's failed say-on-pay vote. WITHHOLD votes are also warranted for Clark, Duques, and Richison given the board's failure to respond to lack of majority support for director Frederick Peters last year, and failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.
Paycom Software, Inc.	PAYC	USA	2/05/2022	Ratify Auditors	Ratify Grant Thornton LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Paycom Software, Inc.	PAYC	USA	2/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. Although pay and performance are reasonably aligned for the year under review, the compensation committee has not demonstrated sufficient responsiveness to last year's failed say-on-pay vote. After two consecutive failed say-on-pay votes and a lack of majority support for a compensation committee member, the compensation committee does not appear to have taken meaningful action to address shareholders' concerns.
Paycom Software, Inc.	PAYC	USA	2/05/2022	Advisory Vote on Say on Pay Frequency	Advisory Vote on Say on Pay Frequency	One Year	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.
Paychex, Inc.	PAYX	USA	14/10/2021	Elect Director	Elect Director B. Thomas Golsiano	For	For	A vote FOR the director nominees is warranted.
Paychex, Inc.	PAYX	USA	14/10/2021	Elect Director	Elect Director Thomas F. Bonadio	For	For	A vote FOR the director nominees is warranted.
Paychex, Inc.	PAYX	USA	14/10/2021	Elect Director	Elect Director Joseph G. Doody	For	For	A vote FOR the director nominees is warranted.
Paychex, Inc.	PAYX	USA	14/10/2021	Elect Director	Elect Director David J.S. Flaschen	For	For	A vote FOR the director nominees is warranted.
Paychex, Inc.	PAYX	USA	14/10/2021	Elect Director	Elect Director Pamela A. Joseph	For	For	A vote FOR the director nominees is warranted.
Paychex, Inc.	PAYX	USA	14/10/2021	Elect Director	Elect Director Martin Mucci	For	For	A vote FOR the director nominees is warranted.
Paychex, Inc.	PAYX	USA	14/10/2021	Elect Director	Elect Director Kevin A. Price	For	For	A vote FOR the director nominees is warranted.
Paychex, Inc.	PAYX	USA	14/10/2021	Elect Director	Elect Director Joseph M. Tucci	For	For	A vote FOR the director nominees is warranted.
Paychex, Inc.	PAYX	USA	14/10/2021	Elect Director	Elect Director Joseph M. Velli	For	For	A vote FOR the director nominees is warranted.
Paychex, Inc.	PAYX	USA	14/10/2021	Elect Director	Elect Director Kara Wilson	For	For	A vote FOR the director nominees is warranted.
Paychex, Inc.	PAYX	USA	14/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. Annual incentives were linked primarily to financial goals, however, there are concerns regarding significant COVID-19 related modifications to incentive awards. The modifications to closing-cycle LTI awards increased the payouts significantly, and the compensation committee also chose to award only time-based equity for FY21 due to the committee's difficulty in setting performance goals as a result of the pandemic. A shift from performance-based to entirely time-based equity awards and changes to closing-cycle awards are viewed as a problematic response to COVID-19 related market disruption by many investors.
Paychex, Inc.	PAYX	USA	14/10/2021	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
PointsBet Holdings Limited	PBH	Australia	5/10/2021	Elect Director	Elect Kosha Gada as Director	For	For	A vote FOR the election of Kosha Gada is warranted as there are no material issues regarding board and committee composition resulting from her election.
PointsBet Holdings Limited	PBH	Australia	5/10/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Placement Shares to Institutional Investors	For	For	A qualified vote FOR this resolution is warranted given that the funds raised in the placement were put towards the consolidation and expansion of the company's position in US sports betting and iGaming market. The capital raising also included an entitlement offer to existing investors at a lower issue price. The recommendation is qualified to highlight the substantial 10.34 percent dilutive impact and high 8.8 percent discount on the issue of the placement shares.
PointsBet Holdings Limited	PBH	Australia	5/10/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Sam Swanel	Against	Against	A vote AGAINST this resolution is warranted given concerns for inconsistency with the expectations of many shareholders and practice by many ASX-listed entities in regard to the following: " Absence of disclosure on any specific and quantified performance hurdles attached to the grant, raising concerns that any vesting may be at the discretion of the board." The grant has a short performance period of one year and a short two-year term for 50 percent of the grant, which does not meet the minimum accepted standard in the Australian market of three years.
PointsBet Holdings Limited	PBH	Australia	5/10/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Manjit Gombra-Singh	Against	Against	A vote AGAINST this resolution is warranted given concerns for inconsistency with the expectations of many shareholders and practice by many ASX-listed entities in regard to the following: " Absence of disclosure on any specific and quantified performance hurdles attached to the grant, raising concerns that any vesting may be at the discretion of the board." The grant has a short performance period of one year and a short two-year term for 50 percent of the grant, which does not meet the minimum accepted standard in the Australian market of three years.
PointsBet Holdings Limited	PBH	Australia	5/10/2021	Approve Restricted Stock Plan	Approve Global Acquisition and Matching Equity Plan	For	For	A vote FOR this resolution is warranted as participants in the KEEP Plan (i.e. available to senior executives) are not eligible to participate in this GAME Plan. The GAME Plan is structured to grant equity incentives to the wider employee base and no material problematic issues are identified.
PointsBet Holdings Limited	PBH	Australia	5/10/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Non-Executive Directors' Fee Cap	For	For	A qualified vote FOR this resolution is warranted. The headroom in the existing cap, based on FY21 remuneration, will be insufficient to accommodate another director as part of board refreshment. This recommendation is qualified to highlight the significant 100 percent increase in the fee cap which is proposed.
PointsBet Holdings Limited	PBH	Australia	5/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted. No material misalignment has been identified in pay, performance, and shareholder outcomes for the period under review. The recommendation is qualified however to highlight the following concerns: " An absence of sufficient disclosure of any quantified and specific performance hurdles for the financial and non-financial performance measures (at threshold, target and maximum) which would inform shareholders of targets, justification of bonuses and alignment with shareholder expectations." " An absence of sufficient disclosure of any quantified and specific performance hurdles in the LTI plan, and accompanied by a short performance period of one year, and short vesting period of two years for 50 percent of the grant, which does not meet the minimum accepted standard expected by investors in the Australian market of three years.
PointsBet Holdings Limited	PBH	Australia	5/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted: " The proposed new constitution includes wording that could permit general meetings to be held by virtual-only means." " While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meetings. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders." It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic; however, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to shareholders from approving this provision at present." " Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
PACCAR Inc	PCAR	USA	26/04/2022	Elect Director	Elect Director Mark C. Pigott	For	For	A vote FOR the director nominees is warranted.
PACCAR Inc	PCAR	USA	26/04/2022	Elect Director	Elect Director Mark A. Schulz	For	For	A vote FOR the director nominees is warranted.
PACCAR Inc	PCAR	USA	26/04/2022	Elect Director	Elect Director Gregory M. E. Spierkiel	For	For	A vote FOR the director nominees is warranted.
PACCAR Inc	PCAR	USA	26/04/2022	Elect Director	Elect Director Dame Alison J. Carnwath	For	For	A vote FOR the director nominees is warranted.
PACCAR Inc	PCAR	USA	26/04/2022	Elect Director	Elect Director Franklin L. Feder	For	For	A vote FOR the director nominees is warranted.
PACCAR Inc	PCAR	USA	26/04/2022	Elect Director	Elect Director R. Preston Feight	For	For	A vote FOR the director nominees is warranted.
PACCAR Inc	PCAR	USA	26/04/2022	Elect Director	Elect Director Beth E. Ford	For	For	A vote FOR the director nominees is warranted.
PACCAR Inc	PCAR	USA	26/04/2022	Elect Director	Elect Director Kirk S. Hachigian	For	For	A vote FOR the director nominees is warranted.
PACCAR Inc	PCAR	USA	26/04/2022	Elect Director	Elect Director Roderick C. McGeary	For	For	A vote FOR the director nominees is warranted.
PACCAR Inc	PCAR	USA	26/04/2022	Elect Director	Elect Director John M. Pigott	For	For	A vote FOR the director nominees is warranted.
PACCAR Inc	PCAR	USA	26/04/2022	Elect Director	Elect Director Ganesh Ramaswamy	For	For	A vote FOR the director nominees is warranted.
PACCAR Inc	PCAR	USA	26/04/2022	Reduce Supermajority Vote Requirement	Eliminate Supermajority Vote Requirements	For	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.
PACCAR Inc	PCAR	USA	26/04/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right would remain small.
Pinduoduo Inc.	PDD	Cayman Islands	25/07/2021	Elect Director	Elect Director Lei Chen	For	For	Votes AGAINST incumbent Nominating Committee chair Yong-Boon (George) Yeo are warranted for lack of gender diversity on the board.A vote AGAINST Nanpeng (Neil) Shen is warranted for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.
Pinduoduo Inc.	PDD	Cayman Islands	25/07/2021	Elect Director	Elect Director Anthony Kam Ping Leung	For	For	Votes AGAINST incumbent Nominating Committee chair Yong-Boon (George) Yeo are warranted for lack of gender diversity on the board.A vote AGAINST Nanpeng (Neil) Shen is warranted for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.
Pinduoduo Inc.	PDD	Cayman Islands	25/07/2021	Elect Director	Elect Director Haifeng Lin	For	For	Votes AGAINST incumbent Nominating Committee chair Yong-Boon (George) Yeo are warranted for lack of gender diversity on the board.A vote AGAINST Nanpeng (Neil) Shen is warranted for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.
Pinduoduo Inc.	PDD	Cayman Islands	25/07/2021	Elect Director	Elect Director Qi Lu	For	For	Votes AGAINST incumbent Nominating Committee chair Yong-Boon (George) Yeo are warranted for lack of gender diversity on the board.A vote AGAINST Nanpeng (Neil) Shen is warranted for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.
Pinduoduo Inc.	PDD	Cayman Islands	25/07/2021	Elect Director	Elect Director Nanpeng Shen	Against	Against	Votes AGAINST incumbent Nominating Committee chair Yong-Boon (George) Yeo are warranted for lack of gender diversity on the board.A vote AGAINST Nanpeng (Neil) Shen is warranted for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.
Pinduoduo Inc.	PDD	Cayman Islands	25/07/2021	Elect Director	Elect Director George Yong-Boon Yeo	Against	Against	Votes AGAINST incumbent Nominating Committee chair Yong-Boon (George) Yeo are warranted for lack of gender diversity on the board.A vote AGAINST Nanpeng (Neil) Shen is warranted for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.
Pinduoduo Inc.	PDD	Cayman Islands	25/07/2021	Company Specific Organization Related	Approve the 10 Billion Agriculture Initiative	Against	Against	A vote AGAINST this proposal is warranted. The lack of fulsome disclosure leaves shareholders with insufficient information to make a fully informed decision on this voting item.

Pendal Group Limited	PDL	Australia	10/12/2021	Elect Director	Elect Sally Collier as Director	For	For	A vote FOR the re-election of Sally Collier (Item 2a) and Christopher Jones (Item 2b) is warranted as there are no material issues regarding board and committee composition resulting from their re-election, nor any wider corporate governance issues.
Pendal Group Limited	PDL	Australia	10/12/2021	Elect Director	Elect Christopher Jones as Director	For	For	A vote FOR the re-election of Sally Collier (Item 2a) and Christopher Jones (Item 2b) is warranted as there are no material issues regarding board and committee composition resulting from their re-election, nor any wider corporate governance issues.
Pendal Group Limited	PDL	Australia	10/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted. Although the quantitative pay-for-performance screen indicates a medium degree of misalignment between remuneration and performance, there are a number of mitigating factors in the present year which warrant support: The new CEO's fixed remuneration is lower than prior CEO and market peers, with a higher weighting to variable remuneration being consistent with the investment management industry. The prior CEO and new CEO received substantial bonuses which reflect the improved financial performance and shareholder outcomes in FY21. The FY18 LTI lapsed in full as performance condition were not met, which aligns with the weaker longer term shareholder returns. Nevertheless, persisting concerns remain for the poor and absent disclosure of any specific or quantified STI targets, the availability of dividends on unvested shares in the LTI.
Pendal Group Limited	PDL	Australia	10/12/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Non-Executive Director's Annual Fee Pool	For	For	A vote FOR the increase to the non-executive director's fee cap is warranted.* The headroom in the current fee cap appears insufficient for board refreshment and appointment of additional independent directors.* The company indicates that the increase is sought to provide for added headroom to allow for the appointment of additional directors, especially noting the company's expansion upon acquisition of investment firms in the US and UK.
Pendal Group Limited	PDL	Australia	10/12/2021	Approve Share Plan Grant	Approve Grant of Performance Share Rights to Nick Good	For	For	A qualified vote FOR the grant of performance rights to the Group Managing Director and CEO is warranted.The quantum is not problematic or excessive.The structure with a three-year performance period and measured against well-disclosed performance hurdles, including relative TSR and 5 percent to 10 percent EPS growth, with no re-testing continues to be consistent with market practice and shareholder interests.The qualification is to highlight the provision for dividends on unvested shares, where there is no present entitlement to shares or dividends until the determination of vesting at the end of the performance period.
Pendal Group Limited	PDL	Australia	10/12/2021	Adopt New Articles of Association/Charter	Adopt New Constitution	For	For	A vote FOR this resolution is warranted given that no apparent corporate governance concerns are noted and the proposed new constitution is intended to update developments in listing rules, law and market practice.
Pendal Group Limited	PDL	Australia	10/12/2021	Renew Partial Takeover Provision	Approve Proportional Takeover Provisions	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Healthpeak Properties, Inc.	PEAK	USA	28/04/2022	Elect Director	Elect Director Brian G. Cartwright	For	For	A vote FOR the director nominees is warranted.
Healthpeak Properties, Inc.	PEAK	USA	28/04/2022	Elect Director	Elect Director Christine N. Garvey	For	For	A vote FOR the director nominees is warranted.
Healthpeak Properties, Inc.	PEAK	USA	28/04/2022	Elect Director	Elect Director R. Kent Griffin, Jr.	For	For	A vote FOR the director nominees is warranted.
Healthpeak Properties, Inc.	PEAK	USA	28/04/2022	Elect Director	Elect Director David B. Henry	For	For	A vote FOR the director nominees is warranted.
Healthpeak Properties, Inc.	PEAK	USA	28/04/2022	Elect Director	Elect Director Thomas M. Herzog	For	For	A vote FOR the director nominees is warranted.
Healthpeak Properties, Inc.	PEAK	USA	28/04/2022	Elect Director	Elect Director Lydia H. Kennard	For	For	A vote FOR the director nominees is warranted.
Healthpeak Properties, Inc.	PEAK	USA	28/04/2022	Elect Director	Elect Director Sara G. Lewis	For	For	A vote FOR the director nominees is warranted.
Healthpeak Properties, Inc.	PEAK	USA	28/04/2022	Elect Director	Elect Director Katherine M. Sandstrom	For	For	A vote FOR the director nominees is warranted.
Healthpeak Properties, Inc.	PEAK	USA	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although certain concerns are noted in the qualitative analysis, a vote FOR this proposal is warranted, as CEO pay and company performance are reasonably aligned at this time.
Healthpeak Properties, Inc.	PEAK	USA	28/04/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Public Service Enterprise Group Incorporated	PEG	USA	19/04/2022	Elect Director	Elect Director Ralph Izzo	For	For	A vote FOR the director nominees is warranted.
Public Service Enterprise Group Incorporated	PEG	USA	19/04/2022	Elect Director	Elect Director John P. Surma	For	For	A vote FOR the director nominees is warranted.
Public Service Enterprise Group Incorporated	PEG	USA	19/04/2022	Elect Director	Elect Director Alfred W. Zollar	For	For	A vote FOR the director nominees is warranted.
Public Service Enterprise Group Incorporated	PEG	USA	19/04/2022	Elect Director	Elect Director Susan Tomasky	For	For	A vote FOR the director nominees is warranted.
Public Service Enterprise Group Incorporated	PEG	USA	19/04/2022	Elect Director	Elect Director Wille A. Deese	For	For	A vote FOR the director nominees is warranted.
Public Service Enterprise Group Incorporated	PEG	USA	19/04/2022	Elect Director	Elect Director Jamie M. Gentoso	For	For	A vote FOR the director nominees is warranted.
Public Service Enterprise Group Incorporated	PEG	USA	19/04/2022	Elect Director	Elect Director David Lilley	For	For	A vote FOR the director nominees is warranted.
Public Service Enterprise Group Incorporated	PEG	USA	19/04/2022	Elect Director	Elect Director Barry H. Ostrowsky	For	For	A vote FOR the director nominees is warranted.
Public Service Enterprise Group Incorporated	PEG	USA	19/04/2022	Elect Director	Elect Director Valerie A. Smith	For	For	A vote FOR the director nominees is warranted.
Public Service Enterprise Group Incorporated	PEG	USA	19/04/2022	Elect Director	Elect Director Scott G. Stephenson	For	For	A vote FOR the director nominees is warranted.
Public Service Enterprise Group Incorporated	PEG	USA	19/04/2022	Elect Director	Elect Director Laura A. Sugg	For	For	A vote FOR the director nominees is warranted.
Public Service Enterprise Group Incorporated	PEG	USA	19/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. The STI is predominantly based on pre-set objective metrics, the LTI is majority performance-based, and CEO pay and company performance are reasonably aligned at this time.
Public Service Enterprise Group Incorporated	PEG	USA	19/04/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Penn National Gaming, Inc.	PENN	USA	7/06/2022	Elect Director	Elect Director Barbara Shattuck Kohn	For	For	A vote FOR the director nominees is warranted.
Penn National Gaming, Inc.	PENN	USA	7/06/2022	Elect Director	Elect Director Ronald J. Naples	For	For	A vote FOR the director nominees is warranted.
Penn National Gaming, Inc.	PENN	USA	7/06/2022	Elect Director	Elect Director Saul V. Reibstein	For	For	A vote FOR the director nominees is warranted.
Penn National Gaming, Inc.	PENN	USA	7/06/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Penn National Gaming, Inc.	PENN	USA	7/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. The CEO received a significant increase in his base pay and target annual incentive opportunity and the long-term incentive continues to utilize annual performance periods with overlapping metrics, raising concerns regarding doubled rewards for the same performance that are heightened by maximum payouts for the FY21 performance period under both incentive programs. Further, the magnitude of the CEO's special equity award is excessive.
Penn National Gaming, Inc.	PENN	USA	7/06/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
PepsiCo, Inc.	PEP	USA	4/05/2022	Elect Director	Elect Director Segun Agbaje	For	For	A vote FOR the director nominees is warranted.
PepsiCo, Inc.	PEP	USA	4/05/2022	Elect Director	Elect Director Shona L. Brown	For	For	A vote FOR the director nominees is warranted.
PepsiCo, Inc.	PEP	USA	4/05/2022	Elect Director	Elect Director Cesar Conde	For	For	A vote FOR the director nominees is warranted.
PepsiCo, Inc.	PEP	USA	4/05/2022	Elect Director	Elect Director Ian Cook	For	For	A vote FOR the director nominees is warranted.
PepsiCo, Inc.	PEP	USA	4/05/2022	Elect Director	Elect Director Edith W. Cooper	For	For	A vote FOR the director nominees is warranted.
PepsiCo, Inc.	PEP	USA	4/05/2022	Elect Director	Elect Director Dina Dublin	For	For	A vote FOR the director nominees is warranted.
PepsiCo, Inc.	PEP	USA	4/05/2022	Elect Director	Elect Director Michelle Gass	For	For	A vote FOR the director nominees is warranted.
PepsiCo, Inc.	PEP	USA	4/05/2022	Elect Director	Elect Director Ramon L. Laguarda	For	For	A vote FOR the director nominees is warranted.
PepsiCo, Inc.	PEP	USA	4/05/2022	Elect Director	Elect Director Dave Lewis	For	For	A vote FOR the director nominees is warranted.
PepsiCo, Inc.	PEP	USA	4/05/2022	Elect Director	Elect Director David C. Page	For	For	A vote FOR the director nominees is warranted.
PepsiCo, Inc.	PEP	USA	4/05/2022	Elect Director	Elect Director Robert C. Pohlad	For	For	A vote FOR the director nominees is warranted.
PepsiCo, Inc.	PEP	USA	4/05/2022	Elect Director	Elect Director Daniel Vasella	For	For	A vote FOR the director nominees is warranted.
PepsiCo, Inc.	PEP	USA	4/05/2022	Elect Director	Elect Director Darren Walker	For	For	A vote FOR the director nominees is warranted.
PepsiCo, Inc.	PEP	USA	4/05/2022	Elect Director	Elect Director Alberto Weisser	For	For	A vote FOR the director nominees is warranted.
PepsiCo, Inc.	PEP	USA	4/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
PepsiCo, Inc.	PEP	USA	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review, though shareholders would benefit from improved disclosure surrounding the annual incentive.
PepsiCo, Inc.	PEP	USA	4/05/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
PepsiCo, Inc.	PEP	USA	4/05/2022	Political Contributions Disclosure	Report on Global Public Policy and Political Influence	For	For	A vote FOR this resolution is warranted, as increased global transparency and disclosure around its memberships in political organizations and lobbying expenditures, as well as the company's its management- and board-level oversight of spending would help shareholders evaluate the company's management of related risks and benefits.
PepsiCo, Inc.	PEP	USA	4/05/2022	Product Toxicity and Safety	Report on Public Health Costs of Food and Beverages Products	For	For	A vote FOR this proposal is warranted as shareholders would benefit from an increased disclosures and understanding of the use of sugar in the company's products and its role in the obesity epidemic and related health concerns.
Petroleo Brasileiro SA	PETRA	Brazil	27/08/2021	Elect Directors (Bundled)	Elect Directors	For	For	ISS recommends a vote against the proposed management slate to allow shareholders to cumulate their votes on the election of independent nominees presented under the cumulative voting items. However, voting execution requirements established by third parties mandate a vote FOR this slate election for votes to be processed automatically under a potential cumulative voting scenario. As such, a contentious vote FOR is recommended for this item. In the event the election is carried out under cumulative voting, which requires the support of 5 percent of the company's shares up to 48 hours prior to the shareholder meeting, the voting instructions for this bundled election will be disregarded by the company and the votes to be counted will be the ones submitted under the cumulative election.
Petroleo Brasileiro SA	PETRA	Brazil	27/08/2021	In the Event of a Second Call, the Voting Instructions Contained in this Proxy Card may also be Considered for the Second Call?	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	For	For	A vote FOR this administrative request is warranted.

Petroleo Brasileiro SA	PETRA4	Brazil	27/08/2021	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Against	Against	A vote AGAINST this request is warranted because potential changes in the board slate composition can impact the board's independence level in a way that cannot be anticipated by shareholders at this time. As such, due to the lack of timely disclosure, international institutional investors are prevented from making an informed voting decision.
Petroleo Brasileiro SA	PETRA4	Brazil	27/08/2021	Adopt Cumulative Voting for the Election of the Members of the Board of Directors at this Meeting	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	For	For	Vote Recommendations are as follows: * Item 3 (request for cumulative vote): FOR in light of the timely disclosure of minority shareholders nominees presented exclusively under the cumulative voting election; * Item 4: FOR the equal distribution of votes amongst all nominees, in accordance with requirements from third-party voting execution providers to process voting instructions automatically under the cumulative voting scenario; and * Items 5.1-5.11: FOR all candidates because, although there are 11 director candidates disputing eight board seats, support for all nominees under cumulative voting is a requirement from third-party voting execution providers to process such voting instructions automatically. Shareholders who wish to support specific nominees under the cumulative voting election should provide manual instructions indicating the percentage of votes to be allocated to each nominee being supported under cumulative voting.
Petroleo Brasileiro SA	PETRA4	Brazil	27/08/2021	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes to All Nominees in the State? OR In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes for Each Supported Nominee?	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	For	For	Vote Recommendations are as follows: * Item 3 (request for cumulative vote): FOR in light of the timely disclosure of minority shareholders nominees presented exclusively under the cumulative voting election; * Item 4: FOR the equal distribution of votes amongst all nominees, in accordance with requirements from third-party voting execution providers to process voting instructions automatically under the cumulative voting scenario; and * Items 5.1-5.11: FOR all candidates because, although there are 11 director candidates disputing eight board seats, support for all nominees under cumulative voting is a requirement from third-party voting execution providers to process such voting instructions automatically. Shareholders who wish to support specific nominees under the cumulative voting election should provide manual instructions indicating the percentage of votes to be allocated to each nominee being supported under cumulative voting.
Petroleo Brasileiro SA	PETRA4	Brazil	27/08/2021	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Eduardo Bacellar Leal Ferreira as Director	For	For	Vote Recommendations are as follows: * Item 3 (request for cumulative vote): FOR in light of the timely disclosure of minority shareholders nominees presented exclusively under the cumulative voting election; * Item 4: FOR the equal distribution of votes amongst all nominees, in accordance with requirements from third-party voting execution providers to process voting instructions automatically under the cumulative voting scenario; and * Items 5.1-5.11: FOR all candidates because, although there are 11 director candidates disputing eight board seats, support for all nominees under cumulative voting is a requirement from third-party voting execution providers to process such voting instructions automatically. Shareholders who wish to support specific nominees under the cumulative voting election should provide manual instructions indicating the percentage of votes to be allocated to each nominee being supported under cumulative voting.
Petroleo Brasileiro SA	PETRA4	Brazil	27/08/2021	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Marcelo Gasparino da Silva as Independent Director Appointed by Minority Shareholder	For	For	Vote Recommendations are as follows: * Item 3 (request for cumulative vote): FOR in light of the timely disclosure of minority shareholders nominees presented exclusively under the cumulative voting election; * Item 4: FOR the equal distribution of votes amongst all nominees, in accordance with requirements from third-party voting execution providers to process voting instructions automatically under the cumulative voting scenario; and * Items 5.1-5.11: FOR all candidates because, although there are 11 director candidates disputing eight board seats, support for all nominees under cumulative voting is a requirement from third-party voting execution providers to process such voting instructions automatically. Shareholders who wish to support specific nominees under the cumulative voting election should provide manual instructions indicating the percentage of votes to be allocated to each nominee being supported under cumulative voting.
Petroleo Brasileiro SA	PETRA4	Brazil	27/08/2021	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Pedro Rodrigues Galvao de Medeiros as Independent Director Appointed by Minority Shareholder	For	For	Vote Recommendations are as follows: * Item 3 (request for cumulative vote): FOR in light of the timely disclosure of minority shareholders nominees presented exclusively under the cumulative voting election; * Item 4: FOR the equal distribution of votes amongst all nominees, in accordance with requirements from third-party voting execution providers to process voting instructions automatically under the cumulative voting scenario; and * Items 5.1-5.11: FOR all candidates because, although there are 11 director candidates disputing eight board seats, support for all nominees under cumulative voting is a requirement from third-party voting execution providers to process such voting instructions automatically. Shareholders who wish to support specific nominees under the cumulative voting election should provide manual instructions indicating the percentage of votes to be allocated to each nominee being supported under cumulative voting.
Petroleo Brasileiro SA	PETRA4	Brazil	27/08/2021	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Joaquim Silva e Luna as Director	For	For	Vote Recommendations are as follows: * Item 3 (request for cumulative vote): FOR in light of the timely disclosure of minority shareholders nominees presented exclusively under the cumulative voting election; * Item 4: FOR the equal distribution of votes amongst all nominees, in accordance with requirements from third-party voting execution providers to process voting instructions automatically under the cumulative voting scenario; and * Items 5.1-5.11: FOR all candidates because, although there are 11 director candidates disputing eight board seats, support for all nominees under cumulative voting is a requirement from third-party voting execution providers to process such voting instructions automatically. Shareholders who wish to support specific nominees under the cumulative voting election should provide manual instructions indicating the percentage of votes to be allocated to each nominee being supported under cumulative voting.
Petroleo Brasileiro SA	PETRA4	Brazil	27/08/2021	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Ruy Flaks Schneider as Independent Director	For	For	Vote Recommendations are as follows: * Item 3 (request for cumulative vote): FOR in light of the timely disclosure of minority shareholders nominees presented exclusively under the cumulative voting election; * Item 4: FOR the equal distribution of votes amongst all nominees, in accordance with requirements from third-party voting execution providers to process voting instructions automatically under the cumulative voting scenario; and * Items 5.1-5.11: FOR all candidates because, although there are 11 director candidates disputing eight board seats, support for all nominees under cumulative voting is a requirement from third-party voting execution providers to process such voting instructions automatically. Shareholders who wish to support specific nominees under the cumulative voting election should provide manual instructions indicating the percentage of votes to be allocated to each nominee being supported under cumulative voting.
Petroleo Brasileiro SA	PETRA4	Brazil	27/08/2021	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Sonia Julia Sulzbeck Villalobos as Independent Director	For	For	Vote Recommendations are as follows: * Item 3 (request for cumulative vote): FOR in light of the timely disclosure of minority shareholders nominees presented exclusively under the cumulative voting election; * Item 4: FOR the equal distribution of votes amongst all nominees, in accordance with requirements from third-party voting execution providers to process voting instructions automatically under the cumulative voting scenario; and * Items 5.1-5.11: FOR all candidates because, although there are 11 director candidates disputing eight board seats, support for all nominees under cumulative voting is a requirement from third-party voting execution providers to process such voting instructions automatically. Shareholders who wish to support specific nominees under the cumulative voting election should provide manual instructions indicating the percentage of votes to be allocated to each nominee being supported under cumulative voting.
Petroleo Brasileiro SA	PETRA4	Brazil	27/08/2021	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Marcio Andrade Weber as Independent Director	For	For	Vote Recommendations are as follows: * Item 3 (request for cumulative vote): FOR in light of the timely disclosure of minority shareholders nominees presented exclusively under the cumulative voting election; * Item 4: FOR the equal distribution of votes amongst all nominees, in accordance with requirements from third-party voting execution providers to process voting instructions automatically under the cumulative voting scenario; and * Items 5.1-5.11: FOR all candidates because, although there are 11 director candidates disputing eight board seats, support for all nominees under cumulative voting is a requirement from third-party voting execution providers to process such voting instructions automatically. Shareholders who wish to support specific nominees under the cumulative voting election should provide manual instructions indicating the percentage of votes to be allocated to each nominee being supported under cumulative voting.
Petroleo Brasileiro SA	PETRA4	Brazil	27/08/2021	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Murilo Marroquim de Souza as Independent Director	For	For	Vote Recommendations are as follows: * Item 3 (request for cumulative vote): FOR in light of the timely disclosure of minority shareholders nominees presented exclusively under the cumulative voting election; * Item 4: FOR the equal distribution of votes amongst all nominees, in accordance with requirements from third-party voting execution providers to process voting instructions automatically under the cumulative voting scenario; and * Items 5.1-5.11: FOR all candidates because, although there are 11 director candidates disputing eight board seats, support for all nominees under cumulative voting is a requirement from third-party voting execution providers to process such voting instructions automatically. Shareholders who wish to support specific nominees under the cumulative voting election should provide manual instructions indicating the percentage of votes to be allocated to each nominee being supported under cumulative voting.
Petroleo Brasileiro SA	PETRA4	Brazil	27/08/2021	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Cynthia Santana Silveira as Independent Director	For	For	Vote Recommendations are as follows: * Item 3 (request for cumulative vote): FOR in light of the timely disclosure of minority shareholders nominees presented exclusively under the cumulative voting election; * Item 4: FOR the equal distribution of votes amongst all nominees, in accordance with requirements from third-party voting execution providers to process voting instructions automatically under the cumulative voting scenario; and * Items 5.1-5.11: FOR all candidates because, although there are 11 director candidates disputing eight board seats, support for all nominees under cumulative voting is a requirement from third-party voting execution providers to process such voting instructions automatically. Shareholders who wish to support specific nominees under the cumulative voting election should provide manual instructions indicating the percentage of votes to be allocated to each nominee being supported under cumulative voting.
Petroleo Brasileiro SA	PETRA4	Brazil	27/08/2021	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Carlos Eduardo Lessa Brandao as Independent Director	For	For	Vote Recommendations are as follows: * Item 3 (request for cumulative vote): FOR in light of the timely disclosure of minority shareholders nominees presented exclusively under the cumulative voting election; * Item 4: FOR the equal distribution of votes amongst all nominees, in accordance with requirements from third-party voting execution providers to process voting instructions automatically under the cumulative voting scenario; and * Items 5.1-5.11: FOR all candidates because, although there are 11 director candidates disputing eight board seats, support for all nominees under cumulative voting is a requirement from third-party voting execution providers to process such voting instructions automatically. Shareholders who wish to support specific nominees under the cumulative voting election should provide manual instructions indicating the percentage of votes to be allocated to each nominee being supported under cumulative voting.
Petroleo Brasileiro SA	PETRA4	Brazil	27/08/2021	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Jose Joao Abdalla Filho as Independent Director Appointed by Minority Shareholder	For	For	Vote Recommendations are as follows: * Item 3 (request for cumulative vote): FOR in light of the timely disclosure of minority shareholders nominees presented exclusively under the cumulative voting election; * Item 4: FOR the equal distribution of votes amongst all nominees, in accordance with requirements from third-party voting execution providers to process voting instructions automatically under the cumulative voting scenario; and * Items 5.1-5.11: FOR all candidates because, although there are 11 director candidates disputing eight board seats, support for all nominees under cumulative voting is a requirement from third-party voting execution providers to process such voting instructions automatically. Shareholders who wish to support specific nominees under the cumulative voting election should provide manual instructions indicating the percentage of votes to be allocated to each nominee being supported under cumulative voting.
Petroleo Brasileiro SA	PETRA4	Brazil	27/08/2021	Elect Board Chairman/Vice-Chairman	Elect Eduardo Bacellar Leal Ferreira as Board Chairman	For	For	The election of a non-independent chair continues to negatively impact the company's corporate governance, even more in light of the growing governance concerns regarding potential government intervention in the administration of the publicly-traded company. Nonetheless, as there are no specific concerns with the incumbent board chair at this time, cautious support FOR this election is recommended.
Petroleo Brasileiro SA	PETRA4	Brazil	27/08/2021	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Jeferson Luis Bittencourt as Fiscal Council Member and Glidenora Dantas Milhomem as Alternate	For	For	A vote FOR this item is warranted because: "The company has provided the detailed biographical information of the nominees; and" There are no known concerns regarding the proposed management fiscal council nominee and alternate.
Petroleo Brasileiro SA	PETRA4	Brazil	27/08/2021	Company-Specific Compensation-Related	Amend Remuneration of Audit Committee Members Approved at the April 14, 2021 AGM	For	For	A vote FOR these items is warranted because the company has provided a reasonable rationale for the proposed amended remuneration of the Statutory Audit Committee and other board-advisory committees in light of the increase in the number of members of such committees, in accordance with the company's bylaws and internal regulations.
Petroleo Brasileiro SA	PETRA4	Brazil	27/08/2021	Company-Specific Compensation-Related	Amend Remuneration of Other Advisory Committees of the Board of Directors Approved at the April 14, 2021 AGM	For	For	A vote FOR these items is warranted because the company has provided a reasonable rationale for the proposed amended remuneration of the Statutory Audit Committee and other board-advisory committees in light of the increase in the number of members of such committees, in accordance with the company's bylaws and internal regulations.

Petroleo Brasileiro SA	PETRA	Brazil	27/08/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2021	For	For	A vote FOR this routine proposal is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.
Petroleo Brasileiro SA	PETRA	Brazil	27/08/2021	Install and/or Fix Size of Fiscal Council	Fix Number of Fiscal Council Members at Five	For	For	A vote FOR this administrative request is warranted.
Petroleo Brasileiro SA	PETRA	Brazil	13/04/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Fiscal Council Members	For	Abstain	An ABSTAIN vote recommendation is warranted for management's fiscal council nominees, to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidate, as further discussed under Item 15 of this meeting agenda.
Petroleo Brasileiro SA	PETRA	Brazil	13/04/2022	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Against	Against	A vote AGAINST this request is warranted because lack of timely disclosure prevents international institutional investors from making an informed voting decision.
Petroleo Brasileiro SA	PETRA	Brazil	13/04/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Remuneration of Company's Management and Fiscal Council	Against	Against	A vote AGAINST this proposal is warranted the company's disclosure lacks transparency regarding key remuneration figures.
Petroleo Brasileiro SA	PETRA	Brazil	13/04/2022	In the Event of a Second Call, the Voting Instructions Contained in this Proxy Card may Also be Considered for the Second Call?	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	For	For	A vote FOR this administrative request is warranted.
Petroleo Brasileiro SA	PETRA	Brazil	13/04/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Michele da Silva Gonales Torres as Fiscal Council Member and Robert Juenemann as Alternate Appointed by Minority Shareholder	For	For	A vote FOR this item is warranted because: * The names of the fiscal council nominee and alternate appointed by minority shareholders have been disclosed; * There is no indication of competing minority ordinary nominees; and * There are no known concerns regarding the proposed minority nominees. Institutional shareholders should provide explicit voting instructions if they seek to elect a specific candidate.
Petroleo Brasileiro SA	PETRA	Brazil	27/08/2021	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends	For	For	A vote FOR this item is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.
Petroleo Brasileiro SA	PETRA	Brazil	27/08/2021	Fix Number of Directors and/or Auditors	Fix Number of Directors at 11	For	For	A vote FOR this administrative request is warranted.
Petroleo Brasileiro SA	PETRA	Brazil	27/08/2021	Elect Directors (Bundled)	Elect Directors	Against	Against	The company has presented a slate election, which includes a new chair nominee who has been indicted in 2021 due to allegations of fraudulent management in a case that caused losses to the Petrobras' employees' pension fund. The appointment raises concerns, especially in a time when the company has just concluded the obligations under the non-prosecution agreement signed with the US-Department of Justice, in the context of the corruption investigations under the Car Wash Operation, and states that it continues to strengthen its compliance and integrity systems. A vote AGAINST the proposed slate is recommended at this time.
Petroleo Brasileiro SA	PETRA	Brazil	13/04/2022	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Against	Against	A vote AGAINST this request is warranted because potential changes in the board slate composition can impact the board's independence level in a way that cannot be anticipated by shareholders at this time. As such, due to the lack of timely disclosure, international institutional investors are prevented from making an informed voting decision.
Petroleo Brasileiro SA	PETRA	Brazil	27/08/2021	Adopt Cumulative Voting for the Election of the Members of the Board of Directors at this Meeting	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	For	For	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. Petrobras disclosed 12 candidates (including an employee representative and a minority preferred shareholder representative) to compete for an 11-member board. Among the 10 nominees presented under the cumulative voting scenario, there are eight management candidates and two nominees appointed by minority ordinary shareholders. The vote recommendations for these agenda items are as follows: * Item 6 (request for cumulative vote): FOR in light of the timely disclosure of minority shareholders' nominees presented exclusively under the cumulative voting election. * Item 7: FOR the equal distribution of votes amongst the nominees supported under the cumulative voting scenario. * Items 8.1-8.8: ABSTAIN from the management candidates to concentrate the votes on the minority shareholders' nominees. * Items 8.9 and 8.10: FOR to support the nominees presented by minority ordinary shareholders.
Petroleo Brasileiro SA	PETRA	Brazil	27/08/2021	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes to All Nominees in the Slate? OR In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes for Each Supported Nominee?	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	For	For	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. Petrobras disclosed 12 candidates (including an employee representative and a minority preferred shareholder representative) to compete for an 11-member board. Among the 10 nominees presented under the cumulative voting scenario, there are eight management candidates and two nominees appointed by minority ordinary shareholders. The vote recommendations for these agenda items are as follows: * Item 6 (request for cumulative vote): FOR in light of the timely disclosure of minority shareholders' nominees presented exclusively under the cumulative voting election. * Item 7: FOR the equal distribution of votes amongst the nominees supported under the cumulative voting scenario. * Items 8.1-8.8: ABSTAIN from the management candidates to concentrate the votes on the minority shareholders' nominees. * Items 8.9 and 8.10: FOR to support the nominees presented by minority ordinary shareholders.
Petroleo Brasileiro SA	PETRA	Brazil	13/04/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Luiz Rodolfo Landim Machado as Independent Director	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. Petrobras disclosed 12 candidates (including an employee representative and a minority preferred shareholder representative) to compete for an 11-member board. Among the 10 nominees presented under the cumulative voting scenario, there are eight management candidates and two nominees appointed by minority ordinary shareholders. The vote recommendations for these agenda items are as follows: * Item 6 (request for cumulative vote): FOR in light of the timely disclosure of minority shareholders' nominees presented exclusively under the cumulative voting election. * Item 7: FOR the equal distribution of votes amongst the nominees supported under the cumulative voting scenario. * Items 8.1-8.8: ABSTAIN from the management candidates to concentrate the votes on the minority shareholders' nominees. * Items 8.9 and 8.10: FOR to support the nominees presented by minority ordinary shareholders.
Petroleo Brasileiro SA	PETRA	Brazil	13/04/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Marcelo Gasparino da Silva as Minority Representative Under Majority Board Election	For	For	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. Petrobras disclosed 12 candidates (including an employee representative and a minority preferred shareholder representative) to compete for an 11-member board. Among the 10 nominees presented under the cumulative voting scenario, there are eight management candidates and two nominees appointed by minority ordinary shareholders. The vote recommendations for these agenda items are as follows: * Item 6 (request for cumulative vote): FOR in light of the timely disclosure of minority shareholders' nominees presented exclusively under the cumulative voting election. * Item 7: FOR the equal distribution of votes amongst the nominees supported under the cumulative voting scenario. * Items 8.1-8.8: ABSTAIN from the management candidates to concentrate the votes on the minority shareholders' nominees. * Items 8.9 and 8.10: FOR to support the nominees presented by minority ordinary shareholders.
Petroleo Brasileiro SA	PETRA	Brazil	13/04/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Joaquim Silva e Luna as Director	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. Petrobras disclosed 12 candidates (including an employee representative and a minority preferred shareholder representative) to compete for an 11-member board. Among the 10 nominees presented under the cumulative voting scenario, there are eight management candidates and two nominees appointed by minority ordinary shareholders. The vote recommendations for these agenda items are as follows: * Item 6 (request for cumulative vote): FOR in light of the timely disclosure of minority shareholders' nominees presented exclusively under the cumulative voting election. * Item 7: FOR the equal distribution of votes amongst the nominees supported under the cumulative voting scenario. * Items 8.1-8.8: ABSTAIN from the management candidates to concentrate the votes on the minority shareholders' nominees. * Items 8.9 and 8.10: FOR to support the nominees presented by minority ordinary shareholders.
Petroleo Brasileiro SA	PETRA	Brazil	13/04/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Sonia Julia Sulzbeck Villalobos as Independent Director	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. Petrobras disclosed 12 candidates (including an employee representative and a minority preferred shareholder representative) to compete for an 11-member board. Among the 10 nominees presented under the cumulative voting scenario, there are eight management candidates and two nominees appointed by minority ordinary shareholders. The vote recommendations for these agenda items are as follows: * Item 6 (request for cumulative vote): FOR in light of the timely disclosure of minority shareholders' nominees presented exclusively under the cumulative voting election. * Item 7: FOR the equal distribution of votes amongst the nominees supported under the cumulative voting scenario. * Items 8.1-8.8: ABSTAIN from the management candidates to concentrate the votes on the minority shareholders' nominees. * Items 8.9 and 8.10: FOR to support the nominees presented by minority ordinary shareholders.
Petroleo Brasileiro SA	PETRA	Brazil	13/04/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Luiz Henrique Caroli as Independent Director	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. Petrobras disclosed 12 candidates (including an employee representative and a minority preferred shareholder representative) to compete for an 11-member board. Among the 10 nominees presented under the cumulative voting scenario, there are eight management candidates and two nominees appointed by minority ordinary shareholders. The vote recommendations for these agenda items are as follows: * Item 6 (request for cumulative vote): FOR in light of the timely disclosure of minority shareholders' nominees presented exclusively under the cumulative voting election. * Item 7: FOR the equal distribution of votes amongst the nominees supported under the cumulative voting scenario. * Items 8.1-8.8: ABSTAIN from the management candidates to concentrate the votes on the minority shareholders' nominees. * Items 8.9 and 8.10: FOR to support the nominees presented by minority ordinary shareholders.

Petroleo Brasileiro SA	PETRA	Brazil	13/04/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Ruy Flaks Schneider as Independent Director	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. Petrosbras disclosed 12 candidates (including an employee representative and a minority preferred shareholder representative) to compete for an 11-member board. Among the 10 nominees presented under the cumulative voting scenario, there are eight management candidates and two nominees appointed by minority ordinary shareholders. The vote recommendations for these agenda items are as follows: * Item 6 (request for cumulative vote): FOR in light of the timely disclosure of minority shareholders' nominees presented exclusively under the cumulative voting election. * Item 7: FOR the equal distribution of votes amongst the nominees supported under the cumulative voting scenario. * Items 8.1-8.8: ABSTAIN from the management candidates to concentrate the votes on the minority shareholders' nominees. * Items 8.9 and 8.10: FOR to support the nominees presented by minority ordinary shareholders.
Petroleo Brasileiro SA	PETRA	Brazil	13/04/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Marcio Andrade Weber as Independent Director	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. Petrosbras disclosed 12 candidates (including an employee representative and a minority preferred shareholder representative) to compete for an 11-member board. Among the 10 nominees presented under the cumulative voting scenario, there are eight management candidates and two nominees appointed by minority ordinary shareholders. The vote recommendations for these agenda items are as follows: * Item 6 (request for cumulative vote): FOR in light of the timely disclosure of minority shareholders' nominees presented exclusively under the cumulative voting election. * Item 7: FOR the equal distribution of votes amongst the nominees supported under the cumulative voting scenario. * Items 8.1-8.8: ABSTAIN from the management candidates to concentrate the votes on the minority shareholders' nominees. * Items 8.9 and 8.10: FOR to support the nominees presented by minority ordinary shareholders.
Petroleo Brasileiro SA	PETRA	Brazil	13/04/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Murilo Marroquim de Souza as Independent Director	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. Petrosbras disclosed 12 candidates (including an employee representative and a minority preferred shareholder representative) to compete for an 11-member board. Among the 10 nominees presented under the cumulative voting scenario, there are eight management candidates and two nominees appointed by minority ordinary shareholders. The vote recommendations for these agenda items are as follows: * Item 6 (request for cumulative vote): FOR in light of the timely disclosure of minority shareholders' nominees presented exclusively under the cumulative voting election. * Item 7: FOR the equal distribution of votes amongst the nominees supported under the cumulative voting scenario. * Items 8.1-8.8: ABSTAIN from the management candidates to concentrate the votes on the minority shareholders' nominees. * Items 8.9 and 8.10: FOR to support the nominees presented by minority ordinary shareholders.
Petroleo Brasileiro SA	PETRA	Brazil	13/04/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Carlos Eduardo Lessa Brandao as Independent Director	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. Petrosbras disclosed 12 candidates (including an employee representative and a minority preferred shareholder representative) to compete for an 11-member board. Among the 10 nominees presented under the cumulative voting scenario, there are eight management candidates and two nominees appointed by minority ordinary shareholders. The vote recommendations for these agenda items are as follows: * Item 6 (request for cumulative vote): FOR in light of the timely disclosure of minority shareholders' nominees presented exclusively under the cumulative voting election. * Item 7: FOR the equal distribution of votes amongst the nominees supported under the cumulative voting scenario. * Items 8.1-8.8: ABSTAIN from the management candidates to concentrate the votes on the minority shareholders' nominees. * Items 8.9 and 8.10: FOR to support the nominees presented by minority ordinary shareholders.
Petroleo Brasileiro SA	PETRA	Brazil	13/04/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Jose Joao Abdalla Filho as Minority Representative Under Majority Board Election	For	For	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. Petrosbras disclosed 12 candidates (including an employee representative and a minority preferred shareholder representative) to compete for an 11-member board. Among the 10 nominees presented under the cumulative voting scenario, there are eight management candidates and two nominees appointed by minority ordinary shareholders. The vote recommendations for these agenda items are as follows: * Item 6 (request for cumulative vote): FOR in light of the timely disclosure of minority shareholders' nominees presented exclusively under the cumulative voting election. * Item 7: FOR the equal distribution of votes amongst the nominees supported under the cumulative voting scenario. * Items 8.1-8.8: ABSTAIN from the management candidates to concentrate the votes on the minority shareholders' nominees. * Items 8.9 and 8.10: FOR to support the nominees presented by minority ordinary shareholders.
Petroleo Brasileiro SA	PETRA	Brazil	27/08/2021	Elect Board Chairman/Vice-Chairman	Elect Luiz Rodolfo Landim Machado as Board Chairman	Against	Against	A vote AGAINST this nominee is warranted given that Luiz Rodolfo Landim Machado was indicted in 2021 due to allegations of fraudulent management in a case that caused losses to the pension fund of Petrosbras' employees, raising corporate governance concerns.
Petroleo Brasileiro SA	PETRA	Brazil	27/08/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles and Consolidate Bylaws	For	For	A vote FOR this request is warranted because: * The company has provided the full text of the proposed amendments; and * The proposed changes are administrative in nature and neutral-to-positive to shareholders.
Petroleo Brasileiro SA	PETRA	Brazil	27/08/2021	In the Event of a Second Call, the Voting Instructions Contained in this Proxy Card may also be Considered for the Second Call?	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	For	For	A vote FOR this administrative request is warranted.
Petroleo Brasileiro SA	PETRA	Brazil	27/08/2021	In the Event of a Second Call, the Voting Instructions Contained in this Proxy Card may also be Considered for the Second Call?	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	For	For	A vote FOR this administrative request is warranted.
Petroleo Brasileiro SA	PETRA	Brazil	27/08/2021	Elect Director Nominated by Preferred Shareholders	Elect Marcelo Mesquita de Siqueira Filho as Director Appointed by Preferred Shareholder	For	For	A vote FOR this proposal is warranted because: * The company has disclosed the name and detailed biographical information on the minority shareholder nominee; and * There are no known concerns regarding the performance of the incumbent minority preferred shareholder representative Marcelo Mesquita de Siqueira Filho, who would bring greater institutional knowledge about the company to the board of directors. Institutional shareholders should provide explicit voting instructions if they seek to elect a specific candidate.
Petroleo Brasileiro SA	PETRA	Brazil	27/08/2021	In Case Neither Class of Shares Reaches the Minimum Quorum Required by the Brazilian Corporate Law to Elect a Board Representative in Separate Elections, Would You Like to Use Your Votes to Elect the Candidate with More Votes to Represent Both Classes?	In Case Neither Class of Shares Reaches the Minimum Quorum Required by the Brazilian Corporate Law to Elect a Board Representative in Separate Elections, Would You Like to Use Your Votes to Elect the Candidate with More Votes to Represent Both Classes?	For	For	A vote FOR this proposal is warranted because the combination of two classes of shares for the purposes of establishing a separate election for a minority board representative increases the likelihood of having minority representation at the board level.
Pfizer Inc.	PFE	USA	28/04/2022	Elect Director	Elect Director Ronald E. Blaylock	For	For	A vote FOR the director nominees is warranted.
Pfizer Inc.	PFE	USA	28/04/2022	Elect Director	Elect Director Suzanne Nora Johnson	For	For	A vote FOR the director nominees is warranted.
Pfizer Inc.	PFE	USA	28/04/2022	Elect Director	Elect Director James Quincey	For	For	A vote FOR the director nominees is warranted.
Pfizer Inc.	PFE	USA	28/04/2022	Elect Director	Elect Director James C. Smith	For	For	A vote FOR the director nominees is warranted.
Pfizer Inc.	PFE	USA	28/04/2022	Elect Director	Elect Director Albert Bourla	For	For	A vote FOR the director nominees is warranted.
Pfizer Inc.	PFE	USA	28/04/2022	Elect Director	Elect Director Susan Desmond-Hellmann	For	For	A vote FOR the director nominees is warranted.
Pfizer Inc.	PFE	USA	28/04/2022	Elect Director	Elect Director Joseph J. Echevarria	For	For	A vote FOR the director nominees is warranted.
Pfizer Inc.	PFE	USA	28/04/2022	Elect Director	Elect Director Scott Gottlieb	For	For	A vote FOR the director nominees is warranted.
Pfizer Inc.	PFE	USA	28/04/2022	Elect Director	Elect Director Helen H. Hobbs	For	For	A vote FOR the director nominees is warranted.
Pfizer Inc.	PFE	USA	28/04/2022	Elect Director	Elect Director Susan Hockfield	For	For	A vote FOR the director nominees is warranted.
Pfizer Inc.	PFE	USA	28/04/2022	Elect Director	Elect Director Dan R. Littman	For	For	A vote FOR the director nominees is warranted.
Pfizer Inc.	PFE	USA	28/04/2022	Elect Director	Elect Director Shantanu Narayen	For	For	A vote FOR the director nominees is warranted.
Pfizer Inc.	PFE	USA	28/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Pfizer Inc.	PFE	USA	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. Moreover, annual incentives are primarily determined by pre-set financial metrics, and the company targets a long-term award mix of half performance-conditioned equity, with payouts capped in the event absolute TSR is negative.
Pfizer Inc.	PFE	USA	28/04/2022	Amend Proxy Access Right	Amend Proxy Access Right	For	For	A vote FOR this proposal is warranted as the proposed elimination of the 20-shareholder aggregation limit would improve the company's existing proxy access right for shareholders.
Pfizer Inc.	PFE	USA	28/04/2022	Miscellaneous -- Environmental & Social Counterproposal	Report on Congruency of Political Electioneering Expenditures with Company Values and Policies	Against	Against	A vote AGAINST this proposal is warranted, as the company discloses its political contributions to state and local candidates, leadership PACs, and trade associations. It has also recently provided a congruency report comparing its stated values with those of its major trade associations, so a report such as the one the proponent is requesting would not differ substantially from information already available. BACKGROUND INFORMATION Policies: Political Spending & Lobbying Activities
Pfizer Inc.	PFE	USA	28/04/2022	Review Drug Pricing or Distribution	Report on Feasibility of Technology Transfer to Boost Covid-19 Vaccine Production	For	For	A vote FOR this proposal is warranted, as the company has faced recent criticism for its role in global COVID-19 vaccine inequity and additional information would allow shareholders to understand how the company is managing related risks.
Pfizer Inc.	PFE	USA	28/04/2022	Review Drug Pricing or Distribution	Report on Board Oversight of Risks Related to Anticompetitive Practices	For	For	A vote FOR this proposal is warranted because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices, particularly in light of Pfizer's involvement in related controversies.
Pfizer Inc.	PFE	USA	28/04/2022	Review Drug Pricing or Distribution	Report on Public Health Costs of Limited Sharing of Vaccine Technology	Against	Against	A vote AGAINST this proposal is warranted, as the scope of the request is overly broad and shareholders may be better served by relying on analysis from others, such as the scientific and economic community, to evaluate the relationship between intellectual property rights, the economy, and portfolio returns.
Principal Financial Group, Inc.	PFG	USA	17/05/2022	Elect Director	Elect Director Michael T. Dan	For	For	A vote FOR the director nominees is warranted.
Principal Financial Group, Inc.	PFG	USA	17/05/2022	Elect Director	Elect Director Blair C. Pickrell	For	For	A vote FOR the director nominees is warranted.
Principal Financial Group, Inc.	PFG	USA	17/05/2022	Elect Director	Elect Director Clare S. Richer	For	For	A vote FOR the director nominees is warranted.
Principal Financial Group, Inc.	PFG	USA	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. Annual incentives are based entirely on an objective financial metric, while FY21 equity grants were half performance-based.

Principal Financial Group, Inc. Proofpoint, Inc.	PFFT PFTG	USA USA	17/05/2022 23/07/2021	Ratify Auditors Approve Merger Agreement	Ratify Ernst & Young LLP as Auditors Approve Merger Agreement	For For	For For	A vote FOR this proposal to ratify the auditor is warranted. In spite of a process that relied heavily on the go-shop period to ensure alternatives were evaluated, and in consideration of the substantial premium, positive market reaction, and downside risk of rejection, support FOR the transaction is warranted.
Proofpoint, Inc.	PFFT	USA	23/07/2021	Advisory Vote on Golden Parachutes	Advisory Vote on Golden Parachutes	For	For	A vote FOR this proposal is warranted. The NEOs' cash severance is double trigger and reasonably based, with no excise tax gross-ups payable. In addition, outstanding unvested equity held by executives will be converted into cash awards, with double-trigger vesting provisions in place.
Proofpoint, Inc. Pact Group Holdings Ltd	PFFT PGH	USA Australia	23/07/2021 29/11/2021	Adjourn Meeting Advisory Vote to Ratify Named Executive Officers' Compensation	Adjourn Meeting Approve Remuneration Report	For For	For For	Support FOR this agenda item is warranted as the underlying transaction warrants support. A vote FOR the remuneration report is warranted given that no material disconnect between pay and performance and shareholder outcomes has been identified at this time. However, STI disclosure is remains poor and incomplete given that thresholds, targets, and maximum goals are not provided to shareholders to independently assess performance against targets and their expectations. The CEO received a \$1.15 million STI bonus for FY21 which is consistent with the improvement in EBIT, being the company's primary performance measures, however, this is excessive and well above market cap peers. There was nil LTI vesting which is well aligned with the negative TSR over the performance period, however, concerns are that there is no positive TSR gateway for the single relative TSR performance measure.
Pact Group Holdings Ltd	PGH	Australia	29/11/2021	Elect Director	Elect Carmen Chua as Director	For	For	A vote FOR the re-election of independent non-executive director Carmen Chua is warranted no material issues have been identified regarding this director nominee in respect of board and committee composition, nor any wider corporate governance issues.
Pact Group Holdings Ltd	PGH	Australia	29/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Sanjay Dayal	For	For	A vote FOR the grant of performance rights to the CEO is warranted given the terms of the LTI are consistent with prior years. The LTI is in line with good market practice and shareholder interests with a performance period of three years and assessed against a relative TSR performance target. The concern of note is that there is no positive TSR gateway.
Partners Group Holding AG Partners Group Holding AG Partners Group Holding AG	PGHN PGHN PGHN	Switzerland Switzerland Switzerland	25/05/2022 25/05/2022 25/05/2022	Accept Financial Statements and Statutory Reports Approve Allocation of Income and Dividends Approve Discharge of Management Board	Accept Financial Statements and Statutory Reports Approve Allocation of Income and Dividends of CHF 33.00 per Share Approve Discharge of Board and Senior Management	For For For	For For For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted. A vote FOR the allocation of income resolution is warranted due to a lack of concerns. A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.
Partners Group Holding AG	PGHN	Switzerland	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted, albeit with some caution. The level of ex-post transparency concerning variable performance targets is limited, although the company has demonstrated a robust response to prior shareholder concerns and the company's compensation practices are now broadly in line with market practice.
Partners Group Holding AG	PGHN	Switzerland	25/05/2022	Approve Remuneration of Directors and/or Committee Members	Approve Short-Term Remuneration of Directors in the Amount of CHF 3.5 Million	For	For	Votes FOR these resolutions are warranted because the proposed amounts are in line with market practice and no significant concerns are noted.
Partners Group Holding AG	PGHN	Switzerland	25/05/2022	Approve Remuneration of Directors and/or Committee Members	Approve Long-Term Remuneration of Directors in the Amount of CHF 5.7 Million	For	For	Votes FOR these resolutions are warranted because the proposed amounts are in line with market practice and no significant concerns are noted.
Partners Group Holding AG	PGHN	Switzerland	25/05/2022	Approve Remuneration of Directors and/or Committee Members	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 16.9 Million	For	For	Votes FOR these resolutions are warranted because the proposed amounts are in line with market practice and no significant concerns are noted.
Partners Group Holding AG	PGHN	Switzerland	25/05/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Short-Term Remuneration of Executive Committee in the Amount of CHF 10 Million	For	For	Items 5.4-5.6 Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns. Item 5.7 A qualified vote FOR this item is warranted. Although the proposal is broadly in line with market practice, some concern is raised with regard to the lack of a more detailed explanation concerning the basis for underlying grant amounts.
Partners Group Holding AG	PGHN	Switzerland	25/05/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Long-Term Remuneration of Executive Committee in the Amount of CHF 20.6 Million	For	For	Items 5.4-5.6 Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns. Item 5.7 A qualified vote FOR this item is warranted. Although the proposal is broadly in line with market practice, some concern is raised with regard to the lack of a more detailed explanation concerning the basis for underlying grant amounts.
Partners Group Holding AG	PGHN	Switzerland	25/05/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 80,000	For	For	Items 5.4-5.6 Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns. Item 5.7 A qualified vote FOR this item is warranted. Although the proposal is broadly in line with market practice, some concern is raised with regard to the lack of a more detailed explanation concerning the basis for underlying grant amounts.
Partners Group Holding AG	PGHN	Switzerland	25/05/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Variable Remuneration of Former Members of Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2021	For	For	Items 5.4-5.6 Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns. Item 5.7 A qualified vote FOR this item is warranted. Although the proposal is broadly in line with market practice, some concern is raised with regard to the lack of a more detailed explanation concerning the basis for underlying grant amounts.
Partners Group Holding AG	PGHN	Switzerland	25/05/2022	Elect Director	Elect Steffen Meister as Director and Board Chair	For	For	Board elections (Items 6.1.1-6.1.8) Votes FOR the proposed nominees are warranted due to a lack of concerns. Committee elections (Items 6.2.1-6.2.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent member Martin Strobel is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.
Partners Group Holding AG	PGHN	Switzerland	25/05/2022	Elect Director	Elect Marcel Erni as Director	For	For	Board elections (Items 6.1.1-6.1.8) Votes FOR the proposed nominees are warranted due to a lack of concerns. Committee elections (Items 6.2.1-6.2.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent member Martin Strobel is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.
Partners Group Holding AG	PGHN	Switzerland	25/05/2022	Elect Director	Elect Alfred Gantner as Director	For	For	Board elections (Items 6.1.1-6.1.8) Votes FOR the proposed nominees are warranted due to a lack of concerns. Committee elections (Items 6.2.1-6.2.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent member Martin Strobel is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.
Partners Group Holding AG	PGHN	Switzerland	25/05/2022	Elect Director	Elect Joseph Landy as Director	For	For	Board elections (Items 6.1.1-6.1.8) Votes FOR the proposed nominees are warranted due to a lack of concerns. Committee elections (Items 6.2.1-6.2.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent member Martin Strobel is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.
Partners Group Holding AG	PGHN	Switzerland	25/05/2022	Elect Director	Elect Anne Lester as Director	For	For	Board elections (Items 6.1.1-6.1.8) Votes FOR the proposed nominees are warranted due to a lack of concerns. Committee elections (Items 6.2.1-6.2.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent member Martin Strobel is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.
Partners Group Holding AG	PGHN	Switzerland	25/05/2022	Elect Director	Elect Martin Strobel as Director	For	For	Board elections (Items 6.1.1-6.1.8) Votes FOR the proposed nominees are warranted due to a lack of concerns. Committee elections (Items 6.2.1-6.2.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent member Martin Strobel is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.
Partners Group Holding AG	PGHN	Switzerland	25/05/2022	Elect Director	Elect Urs Wietlisbach as Director	For	For	Board elections (Items 6.1.1-6.1.8) Votes FOR the proposed nominees are warranted due to a lack of concerns. Committee elections (Items 6.2.1-6.2.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent member Martin Strobel is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.
Partners Group Holding AG	PGHN	Switzerland	25/05/2022	Elect Director	Elect Flora Zhao as Director	For	For	Board elections (Items 6.1.1-6.1.8) Votes FOR the proposed nominees are warranted due to a lack of concerns. Committee elections (Items 6.2.1-6.2.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent member Martin Strobel is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.
Partners Group Holding AG	PGHN	Switzerland	25/05/2022	Elect Member of Remuneration Committee	Appoint Flora Zhao as Member of the Nomination and Compensation Committee	For	For	Board elections (Items 6.1.1-6.1.8) Votes FOR the proposed nominees are warranted due to a lack of concerns. Committee elections (Items 6.2.1-6.2.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent member Martin Strobel is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.
Partners Group Holding AG	PGHN	Switzerland	25/05/2022	Elect Member of Remuneration Committee	Appoint Anne Lester as Member of the Nomination and Compensation Committee	For	For	Board elections (Items 6.1.1-6.1.8) Votes FOR the proposed nominees are warranted due to a lack of concerns. Committee elections (Items 6.2.1-6.2.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent member Martin Strobel is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.
Partners Group Holding AG	PGHN	Switzerland	25/05/2022	Elect Member of Remuneration Committee	Appoint Martin Strobel as Member of the Nomination and Compensation Committee	Against	Against	Board elections (Items 6.1.1-6.1.8) Votes FOR the proposed nominees are warranted due to a lack of concerns. Committee elections (Items 6.2.1-6.2.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent member Martin Strobel is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.
Partners Group Holding AG Partners Group Holding AG Partners Group Holding AG	PGHN PGHN PGHN	Switzerland Switzerland Switzerland	25/05/2022 25/05/2022 25/05/2022	Designate X as Independent Proxy Ratify Auditors Other Business	Designate Hotz & Goldmann as Independent Proxy Ratify KPMG AG as Auditors Transact Other Business (Voting)	For For Against	For For Against	A vote FOR this proposal is warranted due to a lack of concerns. A vote FOR is warranted because there are no concerns regarding this proposal. A vote AGAINST is warranted because: ' This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and ' The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
The Progressive Corporation	PGR	USA	13/05/2022	Elect Director	Elect Director Philip Bleser	For	For	A vote FOR the director nominees is warranted.
The Progressive Corporation	PGR	USA	13/05/2022	Elect Director	Elect Director Stuart B. Burgdoerfer	For	For	A vote FOR the director nominees is warranted.
The Progressive Corporation	PGR	USA	13/05/2022	Elect Director	Elect Director Pamela B. Craig	For	For	A vote FOR the director nominees is warranted.
The Progressive Corporation	PGR	USA	13/05/2022	Elect Director	Elect Director Charles A. Davis	For	For	A vote FOR the director nominees is warranted.
The Progressive Corporation	PGR	USA	13/05/2022	Elect Director	Elect Director Roger N. Farah	For	For	A vote FOR the director nominees is warranted.
The Progressive Corporation	PGR	USA	13/05/2022	Elect Director	Elect Director Lawton W. Fitt	For	For	A vote FOR the director nominees is warranted.
The Progressive Corporation	PGR	USA	13/05/2022	Elect Director	Elect Director Susan Patricia Griffith	For	For	A vote FOR the director nominees is warranted.
The Progressive Corporation	PGR	USA	13/05/2022	Elect Director	Elect Director Devin C. Johnson	For	For	A vote FOR the director nominees is warranted.
The Progressive Corporation	PGR	USA	13/05/2022	Elect Director	Elect Director Jeffrey D. Kelly	For	For	A vote FOR the director nominees is warranted.
The Progressive Corporation	PGR	USA	13/05/2022	Elect Director	Elect Director Barbara R. Snyder	For	For	A vote FOR the director nominees is warranted.
The Progressive Corporation	PGR	USA	13/05/2022	Elect Director	Elect Director Jan E. Tighe	For	For	A vote FOR the director nominees is warranted.
The Progressive Corporation	PGR	USA	13/05/2022	Elect Director	Elect Director Kahina Van Dyke	For	For	A vote FOR the director nominees is warranted.

The Progressive Corporation	PGR	USA	13/05/2022	Amend Non-Employee Director Omnibus Stock Plan	Amend Non-Employee Director Omnibus Stock Plan	For	For	A vote FOR this proposal is warranted given that: * The shareholder value transfer appears to be within a reasonable range; * The plan does not allow for repricing of stock options without prior shareholder approval; and * The equity burn rate is reasonable.
The Progressive Corporation	PGR	USA	13/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. While the lack of disclosure of specific performance targets under the annual incentive plan makes it difficult for shareholders to assess its rigor, CEO pay and company performance remain reasonably aligned at this time. Additionally, the majority of the CEO's equity awards are conditioned on long-term performance metrics.
The Progressive Corporation	PGR	USA	13/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Koninklijke Philips NV	PHIA	Netherlands	10/05/2022	Receive/Approve Report/Announcement President's Speech	President's Speech	For	For	This is a non-voting item.
Koninklijke Philips NV	PHIA	Netherlands	10/05/2022	Miscellaneous Proposal: Company-Specific	Receive Explanation on Company's Reserves and Dividend Policy	For	For	This is a non-voting item.
Koninklijke Philips NV	PHIA	Netherlands	10/05/2022	Accept Financial Statements and Statutory Reports	Adopt Financial Statements and Statutory Reports	For	For	A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
Koninklijke Philips NV	PHIA	Netherlands	10/05/2022	Approve Dividends	Approve Dividends of EUR 0.85 Per Share	For	For	A vote FOR this dividend proposal is warranted because the proposed payout is consistent with Koninklijke Philips NV's historical dividend payments.
Koninklijke Philips NV	PHIA	Netherlands	10/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST is warranted. Although the remuneration report disclosure is in line with market practice, significant concerns are raised with respect to the adjustment of the STI and LTI outcomes, especially in light of the product recall (see company update section). The board decided – for remuneration purposes only, not accounting - to partially recognize unrealized revenues (STI) and profit (LTI) because of the supply chain challenges that would have otherwise been realized. The actual performance on comparable sales growth was below threshold whereas the adjustment ensures there is partial payout, and hence is a significant decision to adjust. Concerns are raised with respect to the absence of a compelling rationale for the need to adjust the outcome. Philips' performance is heavily impacted by the product recall, including on share price performance, which further raises the question whether it is fully appropriate to adjust outcomes, particularly because in the absence of the recall the STI and LTI would pay out. Additional concerns are raised with the limited background on the recognition of the EUR 498 million in revenues and how this translates into target setting for next year..
Koninklijke Philips NV	PHIA	Netherlands	10/05/2022	Approve Discharge of Management Board	Approve Discharge of Management Board	For	For	A contentious vote FOR the discharge of the management board is considered warranted because of the substantial reputational and financial damage to the company and its shareholders (since announcement the company lost USD 21 billion in market capitalization (-44%) largely attributed to the recall) as a result of the announced product recall and the FDA has raised concerns with Philips communication to end users of the devices about the recall. However, it is also recognized that no specific member of the company's management board thus far has been found guilty of misconduct or negligence nor are the FDA observations a final determination. Moreover, it appears that the Philips management board has responded since it became aware of potential issues in Q1 2021. Lastly, Philips has undertaken remedial actions and is performing further investigations into its products. A vote FOR the discharge of the supervisory board is considered warranted. Although we raise significant concerns in connection with the product recall, there is no information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.
Koninklijke Philips NV	PHIA	Netherlands	10/05/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board	For	For	A contentious vote FOR the discharge of the management board is considered warranted because of the substantial reputational and financial damage to the company and its shareholders (since announcement the company lost USD 21 billion in market capitalization (-44%) largely attributed to the recall) as a result of the announced product recall and the FDA has raised concerns with Philips communication to end users of the devices about the recall. However, it is also recognized that no specific member of the company's management board thus far has been found guilty of misconduct or negligence nor are the FDA observations a final determination. Moreover, it appears that the Philips management board has responded since it became aware of potential issues in Q1 2021. Lastly, Philips has undertaken remedial actions and is performing further investigations into its products. A vote FOR the discharge of the supervisory board is considered warranted. Although we raise significant concerns in connection with the product recall, there is no information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.
Koninklijke Philips NV	PHIA	Netherlands	10/05/2022	Elect Supervisory Board Member	Reelect Paul Stoffels to Supervisory Board	For	For	Votes FOR the proposed nominees are warranted.
Koninklijke Philips NV	PHIA	Netherlands	10/05/2022	Elect Supervisory Board Member	Reelect Marc Harrison to Supervisory Board	For	For	Votes FOR the proposed nominees are warranted.
Koninklijke Philips NV	PHIA	Netherlands	10/05/2022	Elect Supervisory Board Member	Elect Herna Verhagen to Supervisory Board	For	For	Votes FOR the proposed nominees are warranted.
Koninklijke Philips NV	PHIA	Netherlands	10/05/2022	Elect Supervisory Board Member	Elect Sanjay Poonen to Supervisory Board	For	For	Votes FOR the proposed nominees are warranted.
Koninklijke Philips NV	PHIA	Netherlands	10/05/2022	Ratify Auditors	Ratify Ernst & Young Accountants LLP as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Koninklijke Philips NV	PHIA	Netherlands	10/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
Koninklijke Philips NV	PHIA	Netherlands	10/05/2022	Eliminate Preemptive Rights	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
Koninklijke Philips NV	PHIA	Netherlands	10/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing * The authorization would allow Koninklijke Philips N.V. to repurchase shares and hold up to 10 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the average share price prior to the repurchase
Koninklijke Philips NV	PHIA	Netherlands	10/05/2022	Approve Reduction in Share Capital	Approve Cancellation of Repurchased Shares	For	For	A vote FOR is warranted because the cancellation of shares is in shareholders' interests.
Koninklijke Philips NV	PHIA	Netherlands	10/05/2022	Transact Other Business (Non-Voting)	Other Business (Non-Voting)	For	For	No vote is required for this item.
PulteGroup, Inc.	PHM	USA	4/05/2022	Elect Director	Elect Director Brian P. Anderson	For	For	A vote FOR the director nominees is warranted.
PulteGroup, Inc.	PHM	USA	4/05/2022	Elect Director	Elect Director Bryce Blair	For	For	A vote FOR the director nominees is warranted.
PulteGroup, Inc.	PHM	USA	4/05/2022	Elect Director	Elect Director Thomas J. Follard	For	For	A vote FOR the director nominees is warranted.
PulteGroup, Inc.	PHM	USA	4/05/2022	Elect Director	Elect Director Cheryl W. Grise	For	For	A vote FOR the director nominees is warranted.
PulteGroup, Inc.	PHM	USA	4/05/2022	Elect Director	Elect Director Andre J. Hawaux	For	For	A vote FOR the director nominees is warranted.
PulteGroup, Inc.	PHM	USA	4/05/2022	Elect Director	Elect Director J. Phillip Holloman	For	For	A vote FOR the director nominees is warranted.
PulteGroup, Inc.	PHM	USA	4/05/2022	Elect Director	Elect Director Ryan R. Marshall	For	For	A vote FOR the director nominees is warranted.
PulteGroup, Inc.	PHM	USA	4/05/2022	Elect Director	Elect Director John R. Peshkin	For	For	A vote FOR the director nominees is warranted.
PulteGroup, Inc.	PHM	USA	4/05/2022	Elect Director	Elect Director Scott F. Powers	For	For	A vote FOR the director nominees is warranted.
PulteGroup, Inc.	PHM	USA	4/05/2022	Elect Director	Elect Director Lila Snyder	For	For	A vote FOR the director nominees is warranted.
PulteGroup, Inc.	PHM	USA	4/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
PulteGroup, Inc.	PHM	USA	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are tied to pre-set financial metrics and half of long-term incentives are performance-conditioned.
PulteGroup, Inc.	PHM	USA	4/05/2022	Adopt, Renew or Amend NOL Rights Plan (NOL Pll)	Amend NOL Rights Plan (NOL Pll)	For	For	A vote FOR this proposal is warranted given that the duration is reasonable and the value of the NOLs to be protected is material.
PulteGroup, Inc.	PHM	USA	4/05/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Phoenix Group Holdings Plc	PHNX	United Kingdom	5/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the Directors' report and financial statements is warranted as no significant concerns have been identified.
Phoenix Group Holdings Plc	PHNX	United Kingdom	5/05/2022	Elect Director	Re-elect John Pollock as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Phoenix Group Holdings Plc	PHNX	United Kingdom	5/05/2022	Elect Director	Re-elect Belinda Richards as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Phoenix Group Holdings Plc	PHNX	United Kingdom	5/05/2022	Elect Director	Re-elect Nicholas Shott as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Phoenix Group Holdings Plc	PHNX	United Kingdom	5/05/2022	Elect Director	Re-elect Kory Sorenson as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Phoenix Group Holdings Plc	PHNX	United Kingdom	5/05/2022	Elect Director	Re-elect Rakesh Thakrar as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Phoenix Group Holdings Plc	PHNX	United Kingdom	5/05/2022	Elect Director	Re-elect Mike Tumilty as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Phoenix Group Holdings Plc	PHNX	United Kingdom	5/05/2022	Elect Director	Elect Katie Murray as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Phoenix Group Holdings Plc	PHNX	United Kingdom	5/05/2022	Ratify Auditors	Reappoint Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Phoenix Group Holdings Plc	PHNX	United Kingdom	5/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no significant concerns regarding this proposal.
Phoenix Group Holdings Plc	PHNX	United Kingdom	5/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Phoenix Group Holdings Plc	PHNX	United Kingdom	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted, although it is not without concerns: * The CFO received a 12.8% increase in salary, above the rate granted to the CEO (1.5%) and the average rate for the wider workforce (3.6%). * The Non-Executive Chair received a 41.5% fee increase, which has not been accompanied by supporting rationale. The main reasons for support are: * The CFO's salary increase reflects his growth in the role since his appointment in 2020 and the growth of the Company; * The Chair fee is not considered excessive relative to market peers; and * No other material concerns have been identified in respect of Board remuneration.
Phoenix Group Holdings Plc	PHNX	United Kingdom	5/05/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Phoenix Group Holdings Plc	PHNX	United Kingdom	5/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Phoenix Group Holdings Plc	PHNX	United Kingdom	5/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Phoenix Group Holdings Plc	PHNX	United Kingdom	5/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Phoenix Group Holdings Plc	PHNX	United Kingdom	5/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Phoenix Group Holdings Plc	PHNX	United Kingdom	5/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Phoenix Group Holdings Plc	PHNX	United Kingdom	5/05/2022	Elect Director	Re-elect Alastair Barbour as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Phoenix Group Holdings Plc	PHNX	United Kingdom	5/05/2022	Elect Director	Re-elect Andy Briggs as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Phoenix Group Holdings Plc	PHNX	United Kingdom	5/05/2022	Elect Director	Re-elect Karen Green as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Phoenix Group Holdings Plc	PHNX	United Kingdom	5/05/2022	Elect Director	Re-elect Hironaka Ilioka as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Phoenix Group Holdings Plc	PHNX	United Kingdom	5/05/2022	Elect Director	Re-elect Nicholas Lyons as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Phoenix Group Holdings Plc	PHNX	United Kingdom	5/05/2022	Elect Director	Re-elect Wendy Mayall as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Packaging Corporation of America	PKG	USA	17/05/2022	Elect Director	Elect Director Cheryl K. Beebe	For	For	A vote FOR the director nominees is warranted.

Packaging Corporation of America	PKG	USA	17/05/2022	Elect Director	Elect Director Paul T. Stecko	For	For	A vote FOR the director nominees is warranted.
Packaging Corporation of America	PKG	USA	17/05/2022	Elect Director	Elect Director Duane C. Farrington	For	For	A vote FOR the director nominees is warranted.
Packaging Corporation of America	PKG	USA	17/05/2022	Elect Director	Elect Director Donna A. Harman	For	For	A vote FOR the director nominees is warranted.
Packaging Corporation of America	PKG	USA	17/05/2022	Elect Director	Elect Director Mark W. Kowizan	For	For	A vote FOR the director nominees is warranted.
Packaging Corporation of America	PKG	USA	17/05/2022	Elect Director	Elect Director Robert C. Lyons	For	For	A vote FOR the director nominees is warranted.
Packaging Corporation of America	PKG	USA	17/05/2022	Elect Director	Elect Director Thomas P. Maurer	For	For	A vote FOR the director nominees is warranted.
Packaging Corporation of America	PKG	USA	17/05/2022	Elect Director	Elect Director Samuel M. Mencoff	For	For	A vote FOR the director nominees is warranted.
Packaging Corporation of America	PKG	USA	17/05/2022	Elect Director	Elect Director Roger B. Porter	For	For	A vote FOR the director nominees is warranted.
Packaging Corporation of America	PKG	USA	17/05/2022	Elect Director	Elect Director Thomas S. Souleles	For	For	A vote FOR the director nominees is warranted.
Packaging Corporation of America	PKG	USA	17/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Packaging Corporation of America	PKG	USA	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are completely linked to a pre-set financial metric and equity awards are primarily performance-based and use multi-year performance periods. Some concerns remain related to the long-term incentive plan's TSR PSU award, as it targets median performance and does not include a payout cap if absolute TSR is negative.
PerkinElmer, Inc.	PKI	USA	26/04/2022	Elect Director	Elect Director Peter Barrett	For	For	A vote FOR the director nominees is warranted.
PerkinElmer, Inc.	PKI	USA	26/04/2022	Elect Director	Elect Director Samuel R. Chapin	For	For	A vote FOR the director nominees is warranted.
PerkinElmer, Inc.	PKI	USA	26/04/2022	Elect Director	Elect Director Sylvie Grossepe	For	For	A vote FOR the director nominees is warranted.
PerkinElmer, Inc.	PKI	USA	26/04/2022	Elect Director	Elect Director Alexis P. Michas	For	For	A vote FOR the director nominees is warranted.
PerkinElmer, Inc.	PKI	USA	26/04/2022	Elect Director	Elect Director Prahlad R. Singh	For	For	A vote FOR the director nominees is warranted.
PerkinElmer, Inc.	PKI	USA	26/04/2022	Elect Director	Elect Director Michel Vouanatos	For	For	A vote FOR the director nominees is warranted.
PerkinElmer, Inc.	PKI	USA	26/04/2022	Elect Director	Elect Director Frank Witney	For	For	A vote FOR the director nominees is warranted.
PerkinElmer, Inc.	PKI	USA	26/04/2022	Elect Director	Elect Director Pascale Witz	For	For	A vote FOR the director nominees is warranted.
PerkinElmer, Inc.	PKI	USA	26/04/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
PerkinElmer, Inc.	PKI	USA	26/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Executive compensation is reasonably tied to measurable and objective performance goals, with half of granted equity linked to three-year performance goals. Some disclosure concerns are raised in relation to the individual performance component of the annual incentive program; however, payouts are largely tied to financial metrics, for which targets and actual results are disclosed.
Prologis, Inc.	PLD	USA	4/05/2022	Elect Director	Elect Director Hamid R. Moghadam	For	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	PLD	USA	4/05/2022	Elect Director	Elect Director Cristina G. Bita	For	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	PLD	USA	4/05/2022	Elect Director	Elect Director George L. Fotiades	For	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	PLD	USA	4/05/2022	Elect Director	Elect Director Lydia H. Kennard	For	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	PLD	USA	4/05/2022	Elect Director	Elect Director Irving F. Lyons, III	For	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	PLD	USA	4/05/2022	Elect Director	Elect Director Avid Modjtaba	For	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	PLD	USA	4/05/2022	Elect Director	Elect Director David P. O'Connor	For	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	PLD	USA	4/05/2022	Elect Director	Elect Director Olivier Piani	For	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	PLD	USA	4/05/2022	Elect Director	Elect Director Jeffrey L. Skelton	For	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	PLD	USA	4/05/2022	Elect Director	Elect Director Carl B. Webb	For	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	PLD	USA	4/05/2022	Elect Director	Elect Director William D. Zollars	For	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	PLD	USA	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Following last year's low say-on-pay vote result, the compensation committee engaged with shareholders, disclosed specific feedback received, and implemented positive pay program changes and disclosure improvements. Accordingly, the committee has demonstrated adequate responsiveness. There continue to be some concerns regarding the complex nature of the company's multiple equity incentive programs, particularly with respect to the PPP program, and the rigor of LTI goals. However, these concerns have not resulted in a quantitative pay-for-performance misalignment for the year in review. In addition, the annual LTI and outperformance programs are entirely performance-based, and the value of the CEO's PPP awards decreased significantly year-over-year. Further, the committee increased the rigor of the annual LTI goals for future award cycles and eliminated the committee's ability to provide discretionary payouts when threshold goals are not achieved. Lastly, the annual program for all NEOs is now predominantly based on pre-set, quantified goals with all targets clear disclosed, following an increase in the weighting of the corporate performance component for non-CEO NEOs and disclosure enhancements made in response to shareholder feedback. On balance of these factors, a vote FOR this proposal is warranted, with caution. Close continued monitoring of grant practices and pay outcomes under the long-term and outperformance programs is warranted given the concerns identified above.
Prologis, Inc.	PLD	USA	4/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Pilbara Minerals Limited	PLS	Australia	29/09/2021	Approve Acquisition OR Issue Shares in Connection with Acquisition	Ratify Past Issuance of Tranche 1 Deferred Consideration Shares to Altura Loan Note Holders	For	For	A vote FOR the ratification of the prior share issuance of the Tranche 1 Deferred Consideration Shares is warranted given the board's rationale and the minimal dilution from share issuance. This prior issue of shares to vendors as part consideration for the acquisition of ALO represents reasonable alignment of vendors with existing shareholders.
Pilbara Minerals Limited	PLS	Australia	29/09/2021	Approve Acquisition OR Issue Shares in Connection with Acquisition	Approve Issuance of Tranche 2 Deferred Consideration Shares to Altura Loan Note Holders	For	For	A vote FOR the issuance of the Tranche 2 Deferred Consideration Shares is warranted given the reasonable rationale for the issuance and the minimal dilution.* The Deferred Consideration component at a reduced amount given early redemption, which is aligned with shareholder interests;" If this resolution is not approved, then the reduced number of Tranche 2 Deferred Consideration Shares will not be issued and the Deferred Consideration Deeds as originally agreed without amendment will continue to apply in respect of the remainder of the shares and more shares or a cash equivalent amount would be payable to the Altura Loan Note Holders in accordance with those deeds; and* As noted in Item 1, the issue of shares as part consideration for the acquisition of ALO represents alignment of vendors with existing shareholders.
Pilbara Minerals Limited	PLS	Australia	29/09/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Placement Shares to Resource Capital Fund VII L.P., RCF Opportunities Fund L.P. and AustralianSuper Pty Ltd	For	For	A vote qualified FOR this resolution is warranted given the modest discount and rationale for the placement, being as consideration for an acquisition. However, this recommendation is qualified to highlight concerns for substantial dilution of 14.82 percent.
Pilbara Minerals Limited	PLS	Australia	29/09/2021	Adopt New Articles of Association/Charter	Adopt New Constitution	Against	Against	A vote AGAINST this resolution is warranted. The proposed new constitution includes wording that could permit general meetings to be held by virtual-only means. While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meetings. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders. It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic; however, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and executive documents until 31 March 2022 [refer LINK]. Accordingly, there appears no benefit to shareholders from approving this provision at present. Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
Pilbara Minerals Limited	PLS	Australia	29/09/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Non-Executive Directors' Aggregate Fee Pool	For	For	A qualified vote FOR this resolution is warranted. The headroom in the existing cap, based on FY21 remuneration, will be insufficient to accommodate another director, which may be necessary as part of board refreshment. This recommendation is qualified to highlight the significant level of increase in the fee cap (+46 percent), and the proposed significant increase to board (+25 percent) and committee (+100-125%) fees in FY22.
Pilbara Minerals Limited	PLS	Australia	29/09/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted. There is no material misalignment between pay and performance and shareholder outcomes for the period under review. However, the following concerns are raised: STIs are mainly based on non-financial and operational metrics, although disclosure has improved;* The company deferred setting specific STI targets until the start of second half of FY21, which may raise concerns on the rigor of the targets; The LTI in the form of performance rights is linked solely to strategic targets; and* With respect to the vesting of FY19 LTI subject to strategic objective related to participation in a downstream processing opportunity, the board deferred its determination for the vesting of this target until November 2021.
Pilbara Minerals Limited	PLS	Australia	29/09/2021	Elect Director	Elect Miriam Stanborough as Director	For	For	A vote FOR the election of independent non-executive director Miriam Stanborough is warranted as no material concerns have been identified regarding board and committee composition resulting from her nomination.
Pilbara Minerals Limited	PLS	Australia	29/09/2021	Approve Share Plan Grant	Approve Issuance of Employee Options and Employee Performance Rights to Ken Brinsden	For	For	A qualified vote FOR this resolution is warranted as the award structure is currently in line with the objectives of the company and shareholder results. However, there are concerns that half percent of the award is based on strategic objectives/targets, which appear to be a mandatory component of the day job for an executive of a mining company.
Plug Power Inc.	PLUG	USA	30/07/2021	Elect Director	Elect Director Andrew J. Marsh	For	For	A vote FOR the director nominees is warranted.
Plug Power Inc.	PLUG	USA	30/07/2021	Elect Director	Elect Director Gary K. Willis	For	For	A vote FOR the director nominees is warranted.
Plug Power Inc.	PLUG	USA	30/07/2021	Elect Director	Elect Director Maureen O. Helmer	For	For	A vote FOR the director nominees is warranted.
Plug Power Inc.	PLUG	USA	30/07/2021	Increase Authorized Common Stock	Increase Authorized Common Stock	For	For	A vote FOR this proposal is warranted given that the request is reasonable and there are no substantial concerns about the company's past use of shares.
Plug Power Inc.	PLUG	USA	30/07/2021	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.

Plug Power Inc.	PLUG	USA	30/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. While annual incentives were primarily determined by objective metrics, NEOs received supplemental recognition bonuses which appear to incorporate a significant amount of committee discretion. In addition, the value of the CEO's long-term incentive award increased substantially from the previous year and was greater than 2.5 times the median total pay for CEOs in the company-defined peer group. This is of particular concern given that a significant majority of the equity awards remained time-vesting.
Plug Power Inc.	PLUG	USA	30/07/2021	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Philip Morris International Inc	PM	USA	4/05/2022	Elect Director	Elect Director Brani Bonin Bough	For	For	A vote FOR the director nominee is warranted.
Philip Morris International Inc	PM	USA	4/05/2022	Elect Director	Elect Director Andra Calantzopoulos	For	For	A vote FOR the director nominee is warranted.
Philip Morris International Inc	PM	USA	4/05/2022	Elect Director	Elect Director Michel Combes	For	For	A vote FOR the director nominee is warranted.
Philip Morris International Inc	PM	USA	4/05/2022	Elect Director	Elect Director Juan Jose Daboub	For	For	A vote FOR the director nominee is warranted.
Philip Morris International Inc	PM	USA	4/05/2022	Elect Director	Elect Director Werner Geisler	For	For	A vote FOR the director nominee is warranted.
Philip Morris International Inc	PM	USA	4/05/2022	Elect Director	Elect Director Lisa A. Hook	For	For	A vote FOR the director nominee is warranted.
Philip Morris International Inc	PM	USA	4/05/2022	Elect Director	Elect Director Jun Makihara	For	For	A vote FOR the director nominee is warranted.
Philip Morris International Inc	PM	USA	4/05/2022	Elect Director	Elect Director Kalpana Morparia	For	For	A vote FOR the director nominee is warranted.
Philip Morris International Inc	PM	USA	4/05/2022	Elect Director	Elect Director Lucio A. Noto	For	For	A vote FOR the director nominee is warranted.
Philip Morris International Inc	PM	USA	4/05/2022	Elect Director	Elect Director Jacek Olczak	For	For	A vote FOR the director nominee is warranted.
Philip Morris International Inc	PM	USA	4/05/2022	Elect Director	Elect Director Frederik Paulsen	For	For	A vote FOR the director nominee is warranted.
Philip Morris International Inc	PM	USA	4/05/2022	Elect Director	Elect Director Robert B. Polet	For	For	A vote FOR the director nominee is warranted.
Philip Morris International Inc	PM	USA	4/05/2022	Elect Director	Elect Director Dessislava Tempelrey	For	For	A vote FOR the director nominee is warranted.
Philip Morris International Inc	PM	USA	4/05/2022	Elect Director	Elect Director Shlomo Yanai	For	For	A vote FOR the director nominee is warranted.
Philip Morris International Inc	PM	USA	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. Martin King, former CFO of the company and CEO of PMI America, retired in August 2021 and received a large severance payment for his early retirement, which is considered excessive and problematic.
Philip Morris International Inc	PM	USA	4/05/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Philip Morris International Inc	PM	USA	4/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers SA as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Philip Morris International Inc	PM	USA	4/05/2022	End Production of Tobacco Products	Phase Out Production of Health-Hazardous and Addictive Products	Against	Against	A recommendation AGAINST this resolution is warranted, as decisions about whether to sell tobacco products are better left to company management.
Pro Medicus Limited	PME	Australia	23/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted. The remuneration of the company's co-founder, managing director and CEO is not deemed excessive as it is solely composed of a fixed pay component, which is not excessive. In addition, the STI and LTI framework for the other executives appears sufficiently aligned with shareholder interests, with some level of disclosure of performance metrics, weightings, targets, and achievement levels. Furthermore, the LTI is subject to a four-year vesting period and STI and LTI outcomes appear sufficiently aligned with company performance and shareholder returns.
Pro Medicus Limited	PME	Australia	23/11/2021	Elect Director	Elect Alice Williams as Director	For	For	A vote FOR the election of independent director Alice Williams (Item 3.1) is warranted as no material issues have been identified regarding board and committee composition resulting from her nomination.A qualified vote FOR Chair Peter Kempen (Item 3.2) is warranted because, although he is classified as a non-independent director serving on Audit and Risk Management Committee, the board and its key committees are majority independent.
Pro Medicus Limited	PME	Australia	23/11/2021	Elect Director	Elect Peter Kempen as Director	For	For	A vote FOR the election of independent director Alice Williams (Item 3.1) is warranted as no material issues have been identified regarding board and committee composition resulting from her nomination.A qualified vote FOR Chair Peter Kempen (Item 3.2) is warranted because, although he is classified as a non-independent director serving on Audit and Risk Management Committee, the board and its key committees are majority independent.
Pro Medicus Limited	PME	Australia	23/11/2021	Approve Omnibus Stock Plan	Approve Pro Medicus Limited Long Term Incentive Plan	For	For	A vote FOR this resolution is warranted. The plan establishes the broader framework for equity incentives to a wider range of the company's employees and the performance metrics selected for the plan appear appropriate. In addition, shareholders will be able to vote on the LTI grant made under the plan to executive directors.
Premier Investments Limited	PMV	Australia	2/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted despite the company achieving compound EBIT growth of over 18 percent p.a. over 10 years and TSR of 14.7 percent over five years being aligned with shareholders' interests, because the former CEO's remuneration and termination arrangements are considered to be excessive. In response to the negative vote against adoption of the FY20 remuneration report the company has amended the disclosure of annual STI awards to correspond with the year the award was earned. The new CEO's fixed remuneration and annual STI award have been set at lower levels than the previous CEO to more closely approach market cap and other relevant peers. Other concerns that warrant the qualification of this recommendation include: " The former CEO's remuneration has been excessive compared to similar size and peer companies; " The former CEO's restraint payments are excessive, and he remains eligible to participate in the FY22 STI award until the end of his notice period in January 2022 despite being on gardening leave for most of that period; " STI targets based on achieving 5 to 10 percent EBIT growth appear to be less than challenging in light of the past 10 years compound EBIT growth of 18.1 percent p.a., and" The LTI comparator group lacks comparable retail companies.
Premier Investments Limited	PMV	Australia	2/12/2021	Elect Director	Elect Sylvia Falzon as Director	For	For	A vote FOR all nominees is warranted, as they are both classified as independent non-executive directors with reasonable skills and experience, and no material issues have been identified regarding their nominations.
Premier Investments Limited	PMV	Australia	2/12/2021	Elect Director	Elect Sally Herman as Director	For	For	A vote FOR all nominees is warranted, as they are both classified as independent non-executive directors with reasonable skills and experience, and no material issues have been identified regarding their nominations.
Premier Investments Limited	PMV	Australia	2/12/2021	Approve Restricted Stock Plan	Approve Performance Rights Plan	For	For	A vote FOR the Performance Rights Plan is warranted given the structure is broadly consistent with shareholder expectations and the broader framework of the plan is in line with market practice. However, shareholders may be concerned that sign-on and retention awards granted are subject to time-based tenure conditions over short periods.
Premier Investments Limited	PMV	Australia	2/12/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Richard Murray	Against	Against	A vote AGAINST this proposal is warranted due to the excessive quantum of both the sign-on retention award and the LTI award. The quantum of the sign-on retention award is almost three times the CEO's fixed remuneration, which itself is well above market median. This award is subject to ongoing tenure over one to four years. The quantum of each tranche of the LTI award is also high at three times the median of a selected peer group. While the vesting period and TSR performance requirements are sufficiently aligned with shareholder interests and expectations, however, the up-front structure of several years' grants is inconsistent with market practice and vesting may result in excessive amounts in longer dated tranches for achieving the same outcome as earlier tranches.
Premier Investments Limited	PMV	Australia	2/12/2021	Approve the Spill Resolution	Approve the Spill Resolution	Against	Against	A qualified vote AGAINST this conditional spill resolution is warranted. It is recognized that the company has performed well in a difficult COVID-impacted market and progress has been made to address shareholder concerns regarding improved disclosure to meet shareholder expectations and reduced CEO remuneration to bring it closer in line with peers. However, several concerns remain that may cause some shareholders to support the spill resolution including the non-independence of the Board and the Remuneration and Nomination Committee and remaining inconsistencies with CEO remuneration including the excessive nature of the sign-on retention grant and the up-front LTI grant of rights of the four future annual LTI grants to the new CEO.
The PNC Financial Services Group, Inc.	PNC	USA	27/04/2022	Elect Director	Elect Director Joseph Alvarado	For	For	A vote FOR the director nominee is warranted.
The PNC Financial Services Group, Inc.	PNC	USA	27/04/2022	Elect Director	Elect Director Debra A. Cafaro	For	For	A vote FOR the director nominee is warranted.
The PNC Financial Services Group, Inc.	PNC	USA	27/04/2022	Elect Director	Elect Director Marjorie Rodgers Cheshire	For	For	A vote FOR the director nominee is warranted.
The PNC Financial Services Group, Inc.	PNC	USA	27/04/2022	Elect Director	Elect Director William S. Demchak	For	For	A vote FOR the director nominee is warranted.
The PNC Financial Services Group, Inc.	PNC	USA	27/04/2022	Elect Director	Elect Director Andrew T. Feldstein	For	For	A vote FOR the director nominee is warranted.
The PNC Financial Services Group, Inc.	PNC	USA	27/04/2022	Elect Director	Elect Director Richard J. Harshman	For	For	A vote FOR the director nominee is warranted.
The PNC Financial Services Group, Inc.	PNC	USA	27/04/2022	Elect Director	Elect Director Daniel R. Hesse	For	For	A vote FOR the director nominee is warranted.
The PNC Financial Services Group, Inc.	PNC	USA	27/04/2022	Elect Director	Elect Director Linda R. Medler	For	For	A vote FOR the director nominee is warranted.
The PNC Financial Services Group, Inc.	PNC	USA	27/04/2022	Elect Director	Elect Director Robert A. Niblock	For	For	A vote FOR the director nominee is warranted.
The PNC Financial Services Group, Inc.	PNC	USA	27/04/2022	Elect Director	Elect Director Martin Pfingsgraff	For	For	A vote FOR the director nominee is warranted.
The PNC Financial Services Group, Inc.	PNC	USA	27/04/2022	Elect Director	Elect Director Bryan S. Salesky	For	For	A vote FOR the director nominee is warranted.
The PNC Financial Services Group, Inc.	PNC	USA	27/04/2022	Elect Director	Elect Director Toni Townes-Whitley	For	For	A vote FOR the director nominee is warranted.
The PNC Financial Services Group, Inc.	PNC	USA	27/04/2022	Elect Director	Elect Director Michael J. Ward	For	For	A vote FOR the director nominee is warranted.
The PNC Financial Services Group, Inc.	PNC	USA	27/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
The PNC Financial Services Group, Inc.	PNC	USA	27/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. While concerns remain regarding the lack of disclosure and room for discretion under the annual incentive plan, which makes it difficult to determine the overall rigor of the performance metric, CEO pay and company performance remain relatively aligned as the majority of CEO pay remains conditioned on financial performance.
The PNC Financial Services Group, Inc.	PNC	USA	27/04/2022	Weapons - Related	Report on Risk Management and Nuclear Weapon Industry	For	For	A vote FOR this proposal is warranted as additional information regarding the effectiveness of PNC's risk management system would allow shareholders to better gauge how well the company is managing human rights and other risks related to the company's financing activities within the nuclear weapons industry.

Pinnacle Investment Management Group Limited	PNI	Australia	26/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted given the low level of concern between pay and performance and shareholder outcomes for the year under review. The CEO's fixed pay remained unchanged from the prior year and is not considered excessive relative to Australian-listed peers. Furthermore the STI bonus payment at 100 percent of maximum is not inconsistent with company performance while the LTI awards granted to the new executive KMP are performance-based and not subject to cliff vesting. However, the qualification primarily exists due to the following concerns: " The specific and quantified targets linked to the STI plan are not disclosed. The weighting of each KPI is not disclosed. There also continues to be no disclosure on clawback and the treatment of awards upon cessation of employment. The lack of such overall disclosure makes it difficult for shareholder to determine whether the plan's terms are appropriate and the targets are sufficiently stretching ." STI bonuses are paid in the form of cash only which is inconsistent with better market practice for similar sized companies where deferral arrangements are in place for approximately 50 percent of the total STI bonus. " There is no disclosure of the LTI award levels for the KMP, which appears to be discretionary and uncapped.
Pinnacle Investment Management Group Limited	PNI	Australia	26/10/2021	Elect Director	Elect Gerard Bradley as Director	For	For	A vote FOR the re-election of independent non-executive directors Gerard Bradley (Item 3a) and Lorraine Berends (Item 3 b) is warranted because no material concerns have been identified regarding board and committee composition resulting from their nomination.
Pinnacle Investment Management Group Limited	PNI	Australia	26/10/2021	Elect Director	Elect Lorraine Berends as Director	For	For	A vote FOR the re-election of independent non-executive directors Gerard Bradley (Item 3a) and Lorraine Berends (Item 3 b) is warranted because no material concerns have been identified regarding board and committee composition resulting from their nomination.
Pinnacle Investment Management Group Limited	PNI	Australia	26/10/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A qualified vote FOR this resolution is warranted because there is insufficient headroom available under the current cap to appoint another director which may be necessary for board refreshment purposes. The chairman's fees are currently below that of market cap peers and the Sustainability Advisory Services-selected peer group while director fees are in line with both sets of peers. The recommendation is qualified if following concerns: " The level of increase in the non-executive directors fee cap is excessive; and" The board and committee fees will increase substantially and will place the directors above market cap and industry peers if this proposal is approved..
Pinnacle Investment Management Group Limited	PNI	Australia	26/10/2021	Approve Omnibus Stock Plan	Approve Renewal of Omnibus Incentive Plan	For	For	A vote FOR this resolution is warranted given that the Omnibus Incentive Plan establishes the broader framework for equity-incentives to a wider range of the company's employees. While non-executive directors may participate in the plan, this has been limited to a sacrifice of up to 100 percent of their directors' fees in favour of immediately vesting performance rights under this plan (i.e. the grant of performance rights in lieu of fees). Nevertheless, any grant to a non-executive directors would require shareholder approval (see 'Items 6a and 6b').
Pinnacle Investment Management Group Limited	PNI	Australia	26/10/2021	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Issuance of Performance Rights to Deborah Beale	For	For	A vote FOR these resolutions is warranted as they represent an alignment of the interests of non-executive directors with the interests of shareholders and there is no increase in remuneration of the non-executive directors.
Pinnacle Investment Management Group Limited	PNI	Australia	26/10/2021	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Issuance of Performance Rights to Gerard Bradley	For	For	A vote FOR these resolutions is warranted as they represent an alignment of the interests of non-executive directors with the interests of shareholders and there is no increase in remuneration of the non-executive directors.
Pinnacle Investment Management Group Limited	PNI	Australia	26/10/2021	Adopt New Articles of Association/Charter	Adopt New Constitution	For	For	A vote FOR this resolution is warranted. The new constitution will allow for a hybrid meeting format which provides attendance concurrently with the use of virtual technology to hold meetings, which would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders..
Pentair Plc	PNR	Ireland	17/05/2022	Elect Director	Elect Director Mona Abutaleb Stephenson	For	For	A vote FOR the director nominees is warranted.
Pentair Plc	PNR	Ireland	17/05/2022	Elect Director	Elect Director Melissa Barra	For	For	A vote FOR the director nominees is warranted.
Pentair Plc	PNR	Ireland	17/05/2022	Elect Director	Elect Director Glynnis A. Bryan	For	For	A vote FOR the director nominees is warranted.
Pentair Plc	PNR	Ireland	17/05/2022	Elect Director	Elect Director T. Michael Glenn	For	For	A vote FOR the director nominees is warranted.
Pentair Plc	PNR	Ireland	17/05/2022	Elect Director	Elect Director Theodore L. Harris	For	For	A vote FOR the director nominees is warranted.
Pentair Plc	PNR	Ireland	17/05/2022	Elect Director	Elect Director David A. Jones	For	For	A vote FOR the director nominees is warranted.
Pentair Plc	PNR	Ireland	17/05/2022	Elect Director	Elect Director Gregory E. Knight	For	For	A vote FOR the director nominees is warranted.
Pentair Plc	PNR	Ireland	17/05/2022	Elect Director	Elect Director Michael T. Speetzen	For	For	A vote FOR the director nominees is warranted.
Pentair Plc	PNR	Ireland	17/05/2022	Elect Director	Elect Director John L. Stauch	For	For	A vote FOR the director nominees is warranted.
Pentair Plc	PNR	Ireland	17/05/2022	Elect Director	Elect Director Billie I. Williamson	For	For	A vote FOR the director nominees is warranted.
Pentair Plc	PNR	Ireland	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives were based on pre-set financial performance metrics and half of equity incentives were performance-based, with a multi-year performance period.
Pentair Plc	PNR	Ireland	17/05/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Pentair Plc	PNR	Ireland	17/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Renew the Board's Authority to Issue Shares Under Irish Law	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Pentair Plc	PNR	Ireland	17/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Renew the Board's Authority to Opt-Out of Statutory Preemption Rights Under Irish Law	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Pentair Plc	PNR	Ireland	17/05/2022	Authorize Reissuance of Repurchased Shares	Determine Price Range for Reissuance of Treasury Shares	For	For	A vote FOR this resolution is warranted because this is a routine item for companies incorporated in Ireland, and no concerns have been identified.
Polynovo Limited	PNV	Australia	26/10/2021	Elect Director	Elect Bruce Rathie as Director	For	For	A vote FOR both director nominees is warranted. No material issues have been identified regarding the director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Polynovo Limited	PNV	Australia	26/10/2021	Elect Director	Elect Andrew Lumsden as Director	For	For	A vote FOR both director nominees is warranted. No material issues have been identified regarding the director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Polynovo Limited	PNV	Australia	26/10/2021	Amend Terms of Outstanding Options	Approve Amendment to the Long Term Incentive of Paul Brennan	For	For	A vote FOR this resolution is warranted because, although certain concerns regarding the LTI grant persist, the proposed amendments, on balance, do not negatively affect the terms of the award. Key positive terms of the LTI grant are as follows: " One-third of the award can be earned every year starting in FY22, which is an improvement given that, pursuant to the current terms, two-thirds may vest in less than three years from grant date;" There is still an element of retesting, but only half of the shares will be available for retesting in the two following years; and" The award will no longer vest on change in control.
Polynovo Limited	PNV	Australia	26/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted as pay and performance and shareholder results are reasonably aligned at this time. The managing director's fixed remuneration is not problematic, and he did not receive any STI bonus and LTI award.
Polynovo Limited	PNV	Australia	26/10/2021	Approve the Spill Resolution	Approve the Spill Resolution	Against	Against	A vote AGAINST this resolution is warranted. The company has taken appropriate steps to address shareholder concerns and remuneration practices and outcomes are not generally contentious. There are also no material governance concerns raised at this time.
Pinnacle West Capital Corporation	PNW	USA	18/05/2022	Elect Director	Elect Director Glynnis A. Bryan	For	For	A vote FOR the director nominees is warranted.
Pinnacle West Capital Corporation	PNW	USA	18/05/2022	Elect Director	Elect Director James E. Trevathan, Jr.	For	For	A vote FOR the director nominees is warranted.
Pinnacle West Capital Corporation	PNW	USA	18/05/2022	Elect Director	Elect Director David P. Wagener	For	For	A vote FOR the director nominees is warranted.
Pinnacle West Capital Corporation	PNW	USA	18/05/2022	Elect Director	Elect Director Gonzalo A. de la Melena, Jr.	For	For	A vote FOR the director nominees is warranted.
Pinnacle West Capital Corporation	PNW	USA	18/05/2022	Elect Director	Elect Director Richard P. Fox	For	For	A vote FOR the director nominees is warranted.
Pinnacle West Capital Corporation	PNW	USA	18/05/2022	Elect Director	Elect Director Jeffrey B. Guldner	For	For	A vote FOR the director nominees is warranted.
Pinnacle West Capital Corporation	PNW	USA	18/05/2022	Elect Director	Elect Director Dale E. Klein	For	For	A vote FOR the director nominees is warranted.
Pinnacle West Capital Corporation	PNW	USA	18/05/2022	Elect Director	Elect Director Kathryn L. Munro	For	For	A vote FOR the director nominees is warranted.
Pinnacle West Capital Corporation	PNW	USA	18/05/2022	Elect Director	Elect Director Bruce J. Nordstrom	For	For	A vote FOR the director nominees is warranted.
Pinnacle West Capital Corporation	PNW	USA	18/05/2022	Elect Director	Elect Director Paula J. Sims	For	For	A vote FOR the director nominees is warranted.
Pinnacle West Capital Corporation	PNW	USA	18/05/2022	Elect Director	Elect Director William H. Spence	For	For	A vote FOR the director nominees is warranted.
Pinnacle West Capital Corporation	PNW	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The metrics underlying the annual incentive awards are clearly disclosed and the majority of the CEO's equity grants are conditioned on long-term relative performance metrics.
Pinnacle West Capital Corporation	PNW	USA	18/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Pinnacle West Capital Corporation	PNW	USA	18/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.
Polymetal International Plc	POLY	Jersey	25/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's submission of the directors' report and financial statements is considered warranted. Shareholders' attention is drawn to the 'key audit risk' relating to the impact of international sanctions on Russia.
Polymetal International Plc	POLY	Jersey	25/04/2022	Elect Director	Elect Riccardo Orcel as Director	For	For	Votes AGAINST incumbent Nominating Committee member Giacomo Baizini are warranted for lack of diversity on the board. Concerns are raised with respect to the election of Janat Berdalina, Steven Dashevsky, Evgueni Konovalenko, Riccardo Orcel, and Paul Ostling because: " The background against which these new directors was recruited is a matter of inherent concern. It is reasonable to observe that the directors were appointed under extraordinary circumstances and under severe time pressure. In this context, it is challenging for shareholders to assess their suitability for the roles, individually or collectively. However, mitigating factors include: " No affiliations have been observed that would lead to their classification as non-independent;" The directors' experience and qualifications are noted. Collectively, they have extensive experience in the sphere of banking and investment; and It would not serve shareholders' interests for the Board to be depleted at this time. A vote FOR the remaining director nominees is warranted at this time.

Polymetal International Plc	POLY	Jersey	25/04/2022	Elect Director	Elect Paul Ostling as Director	For	For	Votes AGAINST incumbent Nominating Committee member Giacomo Baizini are warranted for lack of diversity on the board. Concerns are raised with respect to the election of Janat Berdalina, Steven Dashevsky, Evgueni Konovalenko, Riccardo Orcel, and Paul Ostling because: " The background against which these new directors was recruited is a matter of inherent concern. It is reasonable to observe that the directors were appointed under extraordinary circumstances and under severe time pressure. In this context, it is challenging for shareholders to assess their suitability for the roles, individually or collectively. However, mitigating factors include: " No affiliations have been observed that would lead to their classification as non-independent." The directors' experience and qualifications are noted. Collectively, they have extensive experience in the sphere of banking and investment; and it would not serve shareholders' interests for the Board to be depleted at this time. A vote FOR the remaining director nominees is warranted at this time.
Polymetal International Plc	POLY	Jersey	25/04/2022	Approve Remuneration Policy	Approve Limited Change to Directors' Remuneration Policy	For	For	A vote FOR this item is warranted. The proposed amendment to the LTIP allows for the incorporation of ESG criteria, which many shareholders favour.
Polymetal International Plc	POLY	Jersey	25/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits. While there is no concern with the proposals in themselves, investors will wish to consider them extra care, considering that the future corporate structure of Polymetal International is under consideration (see Key Takeaways).
Polymetal International Plc	POLY	Jersey	25/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits. While there is no concern with the proposals in themselves, investors will wish to consider them extra care, considering that the future corporate structure of Polymetal International is under consideration (see Key Takeaways).
Polymetal International Plc	POLY	Jersey	25/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits. While there is no concern with the proposals in themselves, investors will wish to consider them extra care, considering that the future corporate structure of Polymetal International is under consideration (see Key Takeaways).
Polymetal International Plc	POLY	Jersey	25/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Polymetal International Plc	POLY	Jersey	25/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted as no significant concerns have been identified.
Polymetal International Plc	POLY	Jersey	25/04/2022	Approve Dividends	Approve Final Dividend	Abstain	Abstain	VOTE RECOMMENDATION An ABSTAIN vote is warranted on this item: " This resolution will be withdrawn. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against ad who do not recognize abstention as a valid option.
Polymetal International Plc	POLY	Jersey	25/04/2022	Elect Director	Re-elect Vitaly Nesis as Director	For	For	Votes AGAINST incumbent Nominating Committee member Giacomo Baizini are warranted for lack of diversity on the board. Concerns are raised with respect to the election of Janat Berdalina, Steven Dashevsky, Evgueni Konovalenko, Riccardo Orcel, and Paul Ostling because: " The background against which these new directors was recruited is a matter of inherent concern. It is reasonable to observe that the directors were appointed under extraordinary circumstances and under severe time pressure. In this context, it is challenging for shareholders to assess their suitability for the roles, individually or collectively. However, mitigating factors include: " No affiliations have been observed that would lead to their classification as non-independent." The directors' experience and qualifications are noted. Collectively, they have extensive experience in the sphere of banking and investment; and it would not serve shareholders' interests for the Board to be depleted at this time. A vote FOR the remaining director nominees is warranted at this time.
Polymetal International Plc	POLY	Jersey	25/04/2022	Elect Director	Re-elect Konstantin Yanakov as Director	For	For	Votes AGAINST incumbent Nominating Committee member Giacomo Baizini are warranted for lack of diversity on the board. Concerns are raised with respect to the election of Janat Berdalina, Steven Dashevsky, Evgueni Konovalenko, Riccardo Orcel, and Paul Ostling because: " The background against which these new directors was recruited is a matter of inherent concern. It is reasonable to observe that the directors were appointed under extraordinary circumstances and under severe time pressure. In this context, it is challenging for shareholders to assess their suitability for the roles, individually or collectively. However, mitigating factors include: " No affiliations have been observed that would lead to their classification as non-independent." The directors' experience and qualifications are noted. Collectively, they have extensive experience in the sphere of banking and investment; and it would not serve shareholders' interests for the Board to be depleted at this time. A vote FOR the remaining director nominees is warranted at this time.
Polymetal International Plc	POLY	Jersey	25/04/2022	Elect Director	Re-elect Giacomo Baizini as Director	Against	Against	Votes AGAINST incumbent Nominating Committee member Giacomo Baizini are warranted for lack of diversity on the board. Concerns are raised with respect to the election of Janat Berdalina, Steven Dashevsky, Evgueni Konovalenko, Riccardo Orcel, and Paul Ostling because: " The background against which these new directors was recruited is a matter of inherent concern. It is reasonable to observe that the directors were appointed under extraordinary circumstances and under severe time pressure. In this context, it is challenging for shareholders to assess their suitability for the roles, individually or collectively. However, mitigating factors include: " No affiliations have been observed that would lead to their classification as non-independent." The directors' experience and qualifications are noted. Collectively, they have extensive experience in the sphere of banking and investment; and it would not serve shareholders' interests for the Board to be depleted at this time. A vote FOR the remaining director nominees is warranted at this time.
Polymetal International Plc	POLY	Jersey	25/04/2022	Elect Director	Elect Janat Berdalina as Director	For	For	Votes AGAINST incumbent Nominating Committee member Giacomo Baizini are warranted for lack of diversity on the board. Concerns are raised with respect to the election of Janat Berdalina, Steven Dashevsky, Evgueni Konovalenko, Riccardo Orcel, and Paul Ostling because: " The background against which these new directors was recruited is a matter of inherent concern. It is reasonable to observe that the directors were appointed under extraordinary circumstances and under severe time pressure. In this context, it is challenging for shareholders to assess their suitability for the roles, individually or collectively. However, mitigating factors include: " No affiliations have been observed that would lead to their classification as non-independent." The directors' experience and qualifications are noted. Collectively, they have extensive experience in the sphere of banking and investment; and it would not serve shareholders' interests for the Board to be depleted at this time. A vote FOR the remaining director nominees is warranted at this time.
Polymetal International Plc	POLY	Jersey	25/04/2022	Elect Director	Elect Steven Dashevsky as Director	For	For	Votes AGAINST incumbent Nominating Committee member Giacomo Baizini are warranted for lack of diversity on the board. Concerns are raised with respect to the election of Janat Berdalina, Steven Dashevsky, Evgueni Konovalenko, Riccardo Orcel, and Paul Ostling because: " The background against which these new directors was recruited is a matter of inherent concern. It is reasonable to observe that the directors were appointed under extraordinary circumstances and under severe time pressure. In this context, it is challenging for shareholders to assess their suitability for the roles, individually or collectively. However, mitigating factors include: " No affiliations have been observed that would lead to their classification as non-independent." The directors' experience and qualifications are noted. Collectively, they have extensive experience in the sphere of banking and investment; and it would not serve shareholders' interests for the Board to be depleted at this time. A vote FOR the remaining director nominees is warranted at this time.
Polymetal International Plc	POLY	Jersey	25/04/2022	Elect Director	Elect Evgueni Konovalenko as Director	For	For	Votes AGAINST incumbent Nominating Committee member Giacomo Baizini are warranted for lack of diversity on the board. Concerns are raised with respect to the election of Janat Berdalina, Steven Dashevsky, Evgueni Konovalenko, Riccardo Orcel, and Paul Ostling because: " The background against which these new directors was recruited is a matter of inherent concern. It is reasonable to observe that the directors were appointed under extraordinary circumstances and under severe time pressure. In this context, it is challenging for shareholders to assess their suitability for the roles, individually or collectively. However, mitigating factors include: " No affiliations have been observed that would lead to their classification as non-independent." The directors' experience and qualifications are noted. Collectively, they have extensive experience in the sphere of banking and investment; and it would not serve shareholders' interests for the Board to be depleted at this time. A vote FOR the remaining director nominees is warranted at this time.
Pool Corporation	POOL	USA	3/05/2022	Elect Director	Elect Director Peter D. Arvan	For	For	A vote FOR the director nominees is warranted.
Pool Corporation	POOL	USA	3/05/2022	Elect Director	Elect Director Martha 'Marty' S. Gervasi	For	For	A vote FOR the director nominees is warranted.
Pool Corporation	POOL	USA	3/05/2022	Elect Director	Elect Director Timothy M. Graven	For	For	A vote FOR the director nominees is warranted.
Pool Corporation	POOL	USA	3/05/2022	Elect Director	Elect Director Debra S. Oler	For	For	A vote FOR the director nominees is warranted.
Pool Corporation	POOL	USA	3/05/2022	Elect Director	Elect Director Manuel J. Perez de la Mesa	For	For	A vote FOR the director nominees is warranted.
Pool Corporation	POOL	USA	3/05/2022	Elect Director	Elect Director Harten F. Seymour	For	For	A vote FOR the director nominees is warranted.
Pool Corporation	POOL	USA	3/05/2022	Elect Director	Elect Director Robert C. Sledz	For	For	A vote FOR the director nominees is warranted.
Pool Corporation	POOL	USA	3/05/2022	Elect Director	Elect Director John E. Stokely	For	For	A vote FOR the director nominees is warranted.
Pool Corporation	POOL	USA	3/05/2022	Elect Director	Elect Director David G. Whalen	For	For	A vote FOR the director nominees is warranted.
Pool Corporation	POOL	USA	3/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Pool Corporation	POOL	USA	3/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives are largely based on pre-set financial measures. In addition, the majority of LTI awards are performance based and utilize a multi-year performance period.
PPG Industries, Inc.	PPG	USA	9/05/2022	Elect Director	Elect Director Gary R. Heminger	For	For	A vote FOR the director nominees is warranted.
PPG Industries, Inc.	PPG	USA	9/05/2022	Elect Director	Elect Director Kathleen A. Ligocki	For	For	A vote FOR the director nominees is warranted.
PPG Industries, Inc.	PPG	USA	9/05/2022	Elect Director	Elect Director Michael H. McGarry	For	For	A vote FOR the director nominees is warranted.
PPG Industries, Inc.	PPG	USA	9/05/2022	Elect Director	Elect Director Michael T. Nally	For	For	A vote FOR the director nominees is warranted.
PPG Industries, Inc.	PPG	USA	9/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Annual incentives are largely based on pre-set financial measures with a reduced degree of discretion applied compared to the prior year. The long-term incentives are primarily performance-based and utilize multi-year performance periods.
PPG Industries, Inc.	PPG	USA	9/05/2022	Declassify the Board of Directors	Declassify the Board of Directors	For	For	A vote FOR this proposal is warranted as it would enhance board accountability to shareholders and the continued submission of this proposal to a vote demonstrates a commitment to shareholders' interests on the part of management.
PPG Industries, Inc.	PPG	USA	9/05/2022	Reduce Supermajority Vote Requirement	Eliminate Supermajority Vote Requirement	For	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights and would pave the way to repeal the classified board structure.
PPG Industries, Inc.	PPG	USA	9/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
PPG Industries, Inc.	PPG	USA	9/05/2022	Report on Pay Disparity	Consider Pay Disparity Between CEO and Other Employees	Against	Against	A vote AGAINST this proposal is warranted. It is unclear whether the request for the board to consider and disclose how it considered the pay grades and/or salary ranges of all classifications of company employees when setting target amounts for CEO compensation would produce meaningful information on compensation policies and practices beyond what the company already discloses in its proxy. Also, there are no significant concerns identified with respect to the company's executive pay disclosure or pay targeting process.
Pushpay Holdings Limited	PPH	New Zealand	16/06/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorize Board to Fix Remuneration of the Auditors	For	For	A vote FOR this resolution is warranted because no corporate governance concerns have been identified in relation to the fees paid to the auditor.

Pushpay Holdings Limited	PPH	New Zealand	16/06/2022	Elect Director	Elect Graham Shaw as Director	For	For	Item 2 and 3 A vote FOR the election of Graham Shaw and Sumita Pandit is warranted. Their presence supports the continued composition of a majority independent board, and there are no material corporate governance concerns identified in relation to these nominees. Item 4 A qualified vote FOR the election of John M. Connolly is warranted. His board representation is consistent with Sixth Street Advisers' 17.2 percent ownership stake in the company. The qualification is to highlight that he is the chairman of the company's remuneration committee and problematic pay practices are observed.
Pushpay Holdings Limited	PPH	New Zealand	16/06/2022	Elect Director	Elect Sumita Pandit as Director	For	For	Item 2 and 3 A vote FOR the election of Graham Shaw and Sumita Pandit is warranted. Their presence supports the continued composition of a majority independent board, and there are no material corporate governance concerns identified in relation to these nominees. Item 4 A qualified vote FOR the election of John M. Connolly is warranted. His board representation is consistent with Sixth Street Advisers' 17.2 percent ownership stake in the company. The qualification is to highlight that he is the chairman of the company's remuneration committee and problematic pay practices are observed.
Pushpay Holdings Limited	PPH	New Zealand	16/06/2022	Elect Director	Elect John M. Connolly as Director	For	For	Item 2 and 3 A vote FOR the election of Graham Shaw and Sumita Pandit is warranted. Their presence supports the continued composition of a majority independent board, and there are no material corporate governance concerns identified in relation to these nominees. Item 4 A qualified vote FOR the election of John M. Connolly is warranted. His board representation is consistent with Sixth Street Advisers' 17.2 percent ownership stake in the company. The qualification is to highlight that he is the chairman of the company's remuneration committee and problematic pay practices are observed.
Pushpay Holdings Limited	PPH	New Zealand	16/06/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A qualified vote FOR this resolution is warranted because the proposed increase in NED fee cap relates primarily to the company's requirement to remunerate the two new US-based directors Sumita Pandit and John Connolly under US market rates which are much higher than those in the New Zealand market. The qualification is on the basis that the levels of Chair and NED fees at this company are higher than New Zealand market capitalisation peers.
PPL Corporation	PPL	USA	18/05/2022	Elect Director	Elect Director Arthur P. Beattie	For	For	A cautionary vote FOR director Craig A. Rogerson is warranted, as the company does not appear to be taking the steps required to meet significant climate transition risks. A vote FOR the other directors is warranted.
PPL Corporation	PPL	USA	18/05/2022	Elect Director	Elect Director Raja Rajamannar	For	For	A cautionary vote FOR director Craig A. Rogerson is warranted, as the company does not appear to be taking the steps required to meet significant climate transition risks. A vote FOR the other directors is warranted.
PPL Corporation	PPL	USA	18/05/2022	Elect Director	Elect Director Heather B. Redman	For	For	A cautionary vote FOR director Craig A. Rogerson is warranted, as the company does not appear to be taking the steps required to meet significant climate transition risks. A vote FOR the other directors is warranted.
PPL Corporation	PPL	USA	18/05/2022	Elect Director	Elect Director Craig A. Rogerson	For	For	A cautionary vote FOR director Craig A. Rogerson is warranted, as the company does not appear to be taking the steps required to meet significant climate transition risks. A vote FOR the other directors is warranted.
PPL Corporation	PPL	USA	18/05/2022	Elect Director	Elect Director Vincent Sorgi	For	For	A cautionary vote FOR director Craig A. Rogerson is warranted, as the company does not appear to be taking the steps required to meet significant climate transition risks. A vote FOR the other directors is warranted.
PPL Corporation	PPL	USA	18/05/2022	Elect Director	Elect Director Natica von Althann	For	For	A cautionary vote FOR director Craig A. Rogerson is warranted, as the company does not appear to be taking the steps required to meet significant climate transition risks. A vote FOR the other directors is warranted.
PPL Corporation	PPL	USA	18/05/2022	Elect Director	Elect Director Keith H. Williamson	For	For	A cautionary vote FOR director Craig A. Rogerson is warranted, as the company does not appear to be taking the steps required to meet significant climate transition risks. A vote FOR the other directors is warranted.
PPL Corporation	PPL	USA	18/05/2022	Elect Director	Elect Director Phoebe A. Wood	For	For	A cautionary vote FOR director Craig A. Rogerson is warranted, as the company does not appear to be taking the steps required to meet significant climate transition risks. A vote FOR the other directors is warranted.
PPL Corporation	PPL	USA	18/05/2022	Elect Director	Elect Director Armando Zagalo de Lima	For	For	A cautionary vote FOR director Craig A. Rogerson is warranted, as the company does not appear to be taking the steps required to meet significant climate transition risks. A vote FOR the other directors is warranted.
PPL Corporation	PPL	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. While the company utilized a one-year performance period for PSUs during the year in review, and added a subjective individual performance metric to the annual incentive program, the company intends to return to utilizing a three-year performance period next year and the majority of CEO pay is still conditioned on objective financial performance metrics.
PPL Corporation	PPL	USA	18/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Praemium Limited	PPS	Australia	17/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the adoption of the company's remuneration report is warranted. The company's remuneration structure is in line with market, and pay is reasonably aligned with performance for the year under review. Nevertheless, shareholders may be concerned with: "Excessive termination payments to former CEO and Managing Director Michael Charnesian;" Unacceptable vesting and short performance period of LTIs; and "Ongoing lack of disclosure of specific and quantified STI and LTI targets, which hinders shareholders' abilities to assess performance alignment and goal rigor setting. Shareholders may seek to express their concerns and require improved disclosure.
Praemium Limited	PPS	Australia	17/11/2021	Elect Director	Elect Stuart Robertson as Director	Against	Against	Item 2A vote AGAINST the reelection of Stuart Robertson is warranted to signal concerns for the composition of the company's audit committee. Mr Robertson is the chairman of the audit committee, of which the CEO is a member. The presence of an executive member on this committee is considered a material departure from widely accepted corporate governance practice and of concern for appropriate independence of this committee for shareholders. Item 3A vote FOR the election of Claire Willette is warranted.
Praemium Limited	PPS	Australia	17/11/2021	Elect Director	Elect Claire Willette as Director	For	For	Item 2A vote AGAINST the reelection of Stuart Robertson is warranted to signal concerns for the composition of the company's audit committee. Mr Robertson is the chairman of the audit committee, of which the CEO is a member. The presence of an executive member on this committee is considered a material departure from widely accepted corporate governance practice and of concern for appropriate independence of this committee for shareholders. Item 3A vote FOR the election of Claire Willette is warranted.
Perpetual Limited	PPT	Australia	21/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted. The remuneration structure is unchanged from the combined incentive structure seen in the prior period and bonus outcomes are not excessive and sufficiently aligned with the revenue and profit in FY21. A reduction in fixed pay and base director fees for the first six months of FY21 was applied to the CEO, KMP, Chairman and Directors. Concerns with the company's remuneration practices include: "The combined variable plan focuses executive bonuses on current year performance, which results in a determination of the combined award representing a split between cash, share rights and performance rights, although the performance rights component is now subject to meeting absolute TSR hurdles for vesting which aligns better with the long term performance." Net promoter scores, employee engagement and HR performance measures do not merit bonus payments to executives as these are part of the "day job" responsibilities." No board discretion was applied to reduce the vesting of share rights granted in FY18 which were hurdled at the time, given weak financial results in prior years. The company explains that the value on vesting was reduced given the company's lower share price over the two-year vesting period and that the award is subject to an additional two-year restriction period, and "Non-executive director fees in FY22 will include an overseas travel allowance for time long-haul flights which represent a concern for poor corporate governance given this is the time directors spend travelling to fulfill their directors duties for which they are handsomely remunerated.
Perpetual Limited	PPT	Australia	21/10/2021	Elect Director	Elect Craig Ueland as Director	For	For	A vote FOR the election/re-election of all nominees is warranted.
Perpetual Limited	PPT	Australia	21/10/2021	Elect Director	Elect Ian Hammond as Director	For	For	A vote FOR the election/re-election of all nominees is warranted.
Perpetual Limited	PPT	Australia	21/10/2021	Elect Director	Elect Nancy Fox as Director	For	For	A vote FOR the election/re-election of all nominees is warranted.
Perpetual Limited	PPT	Australia	21/10/2021	Elect Director	Elect Mona Abelnaga Kanaan as Director	For	For	A vote FOR the election/re-election of all nominees is warranted.
Perpetual Limited	PPT	Australia	21/10/2021	Approve Share Plan Grant	Approve Grant of Share Rights to Rob Adams	For	For	A vote FOR this resolution is warranted.* The grant of share rights and performance rights represents the board's assessment of the bonus to the CEO in respect of performance under the company's balanced scorecard for FY21.* The performance rights are aligned with long term shareholder interests being performance tested after a 3-year performance period and subject to 7-10 percent cumulative annual growth in absolute TSR.* The share rights are equivalent to a deferred STI bonus and not considered to be problematic.
Perpetual Limited	PPT	Australia	21/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Rob Adams	For	For	A vote FOR this resolution is warranted.* The grant of share rights and performance rights represents the board's assessment of the bonus to the CEO in respect of performance under the company's balanced scorecard for FY21.* The performance rights are aligned with long term shareholder interests being performance tested after a 3-year performance period and subject to 7-10 percent cumulative annual growth in absolute TSR.* The share rights are equivalent to a deferred STI bonus and not considered to be problematic.
Perpetual Limited	PPT	Australia	21/10/2021	Renew Partial Takeover Provision	Approve Renewal of the Proportional Takeover Provisions	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Perenti Global Limited	PRN	Australia	8/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the remuneration report is warranted.* The trajectory of executive remuneration is inconsistent with the company's recent performance and shareholder returns which are underperforming market cap and GICS peers.* There have been substantial increases in the managing director's fixed remuneration for two consecutive years bringing fixed pay to be well above the median of market cap and certain industry peers.* STI bonuses are inconsistent with reported results and shareholder returns. The company justified the significant fixed remuneration increases after having regard to the size, geographic reach (over 50 percent of the company's revenue comes from international sources) and the increased complexity of Perenti, and the need to keep the managing director's remuneration competitive for retention purposes.
Perenti Global Limited	PRN	Australia	8/10/2021	Elect Director	Elect Mark Andrew Hine as Director	For	For	A vote FOR the election/re-election of all nominees is warranted as there are no material concerns regarding board and committee composition resulting from their election.
Perenti Global Limited	PRN	Australia	8/10/2021	Elect Director	Elect Robert James Cole as Director	For	For	A vote FOR the election/re-election of all nominees is warranted as there are no material concerns regarding board and committee composition resulting from their election.
Perenti Global Limited	PRN	Australia	8/10/2021	Elect Director	Elect Timothy James Edward Longstaff as Director	For	For	A vote FOR the election/re-election of all nominees is warranted as there are no material concerns regarding board and committee composition resulting from their election.
Perenti Global Limited	PRN	Australia	8/10/2021	Approve Share Plan Grant	Approve Issuance of STI Rights to Mark Nowell	Against	Against	A vote AGAINST the issuance of STI rights to the managing director under the FY21 STI plan is warranted given concerns identified in the remuneration report.
Prudential Plc	PRU	United Kingdom	27/08/2021	Approve Spin-Off Agreement	Approve Matters Relating to the Demerger of the Jackson Group from the Prudential Group	For	For	A vote FOR this proposal is considered warranted on account of: "Compelling strategic rationale provided by the Board, noting improved operations and shareholder benefits with the independent businesses; and" Existing shareholders can still participate in the potential upside of the demerged business, which will subsequently be listed on the NYSE.
Perseus Mining Limited	PRU	Australia	25/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted because no material disconnect between pay-for-performance has been identified during the year. The company's financial performance improved over prior year, fixed remuneration is in line with market peers, with STI bonus not considered to be misaligned or excessive, LTI granted in FY21 have a minimum market standard of three-year performance period and is subject to relative TSR goals. Nevertheless, the insufficient disclosure on STI performance hurdle, and the lack of positive TSR gateway for the LTI hurdle remain concerning.

Perseus Mining Limited	PRU	Australia	25/11/2021	Elect Director	Elect Daniel Lougher as Director	For	For	A vote FOR the re-election of independent non-executive director Daniel Lougher (Item 2) and David Ransom (Item 3) and election of independent non-executive director Amber Banfield (Item 4) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nominations.
Perseus Mining Limited	PRU	Australia	25/11/2021	Elect Director	Elect David Ransom as Director	For	For	A vote FOR the re-election of independent non-executive director Daniel Lougher (Item 2) and David Ransom (Item 3) and election of independent non-executive director Amber Banfield (Item 4) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nominations.
Perseus Mining Limited	PRU	Australia	25/11/2021	Elect Director	Elect Amber Banfield as Director	For	For	A vote FOR the re-election of independent non-executive director Daniel Lougher (Item 2) and David Ransom (Item 3) and election of independent non-executive director Amber Banfield (Item 4) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nominations.
Perseus Mining Limited	PRU	Australia	25/11/2021	Approve Reduction in Share Capital	Approve Capital Return to Shareholders	For	For	A vote FOR this resolution is warranted given that the capital reduction will apply equally to all ordinary shares, and no material corporate governance concerns have been identified.
Perseus Mining Limited	PRU	Australia	25/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Jeffrey Quartermaine	For	For	A qualified vote FOR this proposal is warranted. The grant of STI rights represents the deferral of 40 percent of the FY21 STI as determined under the STI performance metrics which is generally consistent with market practice. LTI grant largely conforms to market standards and the performance measurement period is three years, which is consistent with minimum market practice. However, concerns are raised regarding the potential for payouts during periods of negative shareholder outcome, the change of control provisions that allow for accelerated vesting and the 'false choice' that the LTI will be settled in cash if the rights are not approved.
Perseus Mining Limited	PRU	Australia	25/11/2021	Adopt New Articles of Association/Charter	Adopt New Constitution	Against	Against	A vote AGAINST this resolution is warranted. The proposed new constitution includes wording that could permit general meetings to be held by virtual-only means. While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meetings, and the wording proposed in the amendments may allow this. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders. It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic. However, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to shareholders in approving this provision at present. Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
Prudential Plc	PRU	United Kingdom	27/08/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Prudential Plc	PRU	United Kingdom	26/05/2022	Elect Director	Re-elect Philip Remnant as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Prudential Plc	PRU	United Kingdom	26/05/2022	Elect Director	Re-elect James Turner as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Prudential Plc	PRU	United Kingdom	26/05/2022	Elect Director	Re-elect Thomas Watjen as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Prudential Plc	PRU	United Kingdom	26/05/2022	Elect Director	Re-elect Jeanette Wong as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Prudential Plc	PRU	United Kingdom	26/05/2022	Elect Director	Re-elect Amy Yip as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Prudential Plc	PRU	United Kingdom	26/05/2022	Ratify Auditors	Reappoint KPMG LLP as Auditors	For	For	A vote FOR this resolution is considered warranted at this time.
Prudential Plc	PRU	United Kingdom	26/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Prudential Plc	PRU	United Kingdom	26/05/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Prudential Plc	PRU	United Kingdom	26/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Prudential Plc	PRU	United Kingdom	26/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity to Include Repurchased Shares	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Prudential Plc	PRU	United Kingdom	26/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted, although it is not without concern because: The Executives continue to receive significant and increasing amounts of benefits, which have not been adequately explained in the meeting materials. The main reason for support is: No overriding concerns have been identified at this time.
Prudential Plc	PRU	United Kingdom	26/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Prudential Plc	PRU	United Kingdom	26/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Prudential Plc	PRU	United Kingdom	26/05/2022	Approve Qualified Employee Stock Purchase Plan	Approve International Savings-Related Share Option Scheme for Non-Employees	For	For	A vote FOR this tax-approved plan is warranted because it is broad-based and no corporate governance concerns have been identified.
Prudential Plc	PRU	United Kingdom	26/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Prudential Plc	PRU	United Kingdom	26/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Prudential Plc	PRU	United Kingdom	26/05/2022	Elect Director	Elect George Sartorel as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Prudential Plc	PRU	United Kingdom	26/05/2022	Elect Director	Re-elect Shriti Vadera as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Prudential Plc	PRU	United Kingdom	26/05/2022	Elect Director	Re-elect Jeremy Anderson as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Prudential Plc	PRU	United Kingdom	26/05/2022	Elect Director	Re-elect Mark Fitzpatrick as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Prudential Plc	PRU	United Kingdom	26/05/2022	Elect Director	Re-elect Chua Sock Koong as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Prudential Plc	PRU	United Kingdom	26/05/2022	Elect Director	Re-elect David Law as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Prudential Plc	PRU	United Kingdom	26/05/2022	Elect Director	Re-elect Ming Lu as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Elect Director	Elect Director Thomas J. Baltimore, Jr.	For	For	A vote FOR the director nominees is warranted.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Elect Director	Elect Director Sandra Pianalto	For	For	A vote FOR the director nominees is warranted.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Elect Director	Elect Director Christine A. Poon	For	For	A vote FOR the director nominees is warranted.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Elect Director	Elect Director Douglas A. Scovanner	For	For	A vote FOR the director nominees is warranted.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Elect Director	Elect Director Michael A. Todman	For	For	A vote FOR the director nominees is warranted.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Elect Director	Elect Director Gilbert F. Casellas	For	For	A vote FOR the director nominees is warranted.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Elect Director	Elect Director Robert M. Falzon	For	For	A vote FOR the director nominees is warranted.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Elect Director	Elect Director Martina Hund-Mejean	For	For	A vote FOR the director nominees is warranted.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Elect Director	Elect Director Wendy E. Jones	For	For	A vote FOR the director nominees is warranted.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Elect Director	Elect Director Karl J. Krapek	For	For	A vote FOR the director nominees is warranted.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Elect Director	Elect Director Peter R. Lighte	For	For	A vote FOR the director nominees is warranted.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Elect Director	Elect Director Charles F. Lowrey	For	For	A vote FOR the director nominees is warranted.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Elect Director	Elect Director George Paz	For	For	A vote FOR the director nominees is warranted.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Annual incentives were entirely based on financial performance, and a majority of equity incentives are based on performance measured over a multi-year period.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Provide Right to Act by Written Consent	Provide Right to Act by Written Consent	Against	Against	A vote AGAINST this proposal is warranted because the company's existing good governance practices – in particular, the unfettered right of 10 percent of shareholders to call special meetings – provide an effective counterbalance to the inability of shareholders to act by less-than-unanimous written consent.
Public Storage	PSA	USA	28/04/2022	Elect Director	Elect Director Ronald L. Hawn, Jr.	For	For	A vote FOR the director nominees is warranted.
Public Storage	PSA	USA	28/04/2022	Elect Director	Elect Director Tamara Hughes Gustavson	For	For	A vote FOR the director nominees is warranted.
Public Storage	PSA	USA	28/04/2022	Elect Director	Elect Director Leslie S. Heisz	For	For	A vote FOR the director nominees is warranted.
Public Storage	PSA	USA	28/04/2022	Elect Director	Elect Director Michelle Millstone-Shroff	For	For	A vote FOR the director nominees is warranted.
Public Storage	PSA	USA	28/04/2022	Elect Director	Elect Director Shankh S. Mitra	For	For	A vote FOR the director nominees is warranted.
Public Storage	PSA	USA	28/04/2022	Elect Director	Elect Director David J. Neithercut	For	For	A vote FOR the director nominees is warranted.
Public Storage	PSA	USA	28/04/2022	Elect Director	Elect Director Rebecca Owen	For	For	A vote FOR the director nominees is warranted.
Public Storage	PSA	USA	28/04/2022	Elect Director	Elect Director Kristy M. Pipes	For	For	A vote FOR the director nominees is warranted.
Public Storage	PSA	USA	28/04/2022	Elect Director	Elect Director Avedick B. Poladian	For	For	A vote FOR the director nominees is warranted.
Public Storage	PSA	USA	28/04/2022	Elect Director	Elect Director John Reyes	For	For	A vote FOR the director nominees is warranted.
Public Storage	PSA	USA	28/04/2022	Elect Director	Elect Director Joseph D. Russell, Jr.	For	For	A vote FOR the director nominees is warranted.
Public Storage	PSA	USA	28/04/2022	Elect Director	Elect Director Tariq M. Shaakat	For	For	A vote FOR the director nominees is warranted.
Public Storage	PSA	USA	28/04/2022	Elect Director	Elect Director Ronald P. Spoggi	For	For	A vote FOR the director nominees is warranted.
Public Storage	PSA	USA	28/04/2022	Elect Director	Elect Director Paul S. Williams	For	For	A vote FOR the director nominees is warranted.
Public Storage	PSA	USA	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review. Nonetheless, some concern is highlighted regarding the large subjective component for the annual incentive and over adjustments made to prior cycle performance shares, both of which warrant continued monitoring.
Public Storage	PSA	USA	28/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Public Storage	PSA	USA	28/04/2022	Reduce Supermajority Vote Requirement	Eliminate Supermajority Voting Requirements to Amend the Declaration of Trust	For	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirements would improve shareholder rights.
Pershing Square Holdings, Ltd.	PSH	Guernsey	5/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the Directors' report and financial statements is warranted because no significant concerns have been identified.

Pershing Square Holdings, Ltd.	PSH	Guernsey	5/05/2022	Elect Director	Re-elect Tracy Palandjian as Director	For	For	Items 4 to 7, 9 & 10 A vote FOR the re-election of Nicholas Botta, Anne Farlow, Bronwyn Curtis, Andrew Henton, Rupert Morley and Tracy Palandjian is warranted because no significant concerns have been identified. Item 8 A vote FOR the re-election of Tope Lawani is warranted, although it is not without concern because: " Apart from his role as NED of the Company, he also serves in various roles at other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the Company. Mitigating, the main reason for support is: " The other companies where he serves as director are closely connected to each other; and " PSH is an investment company; as such, a degree of flexibility is considered appropriate. This will be kept under review.
Pershing Square Holdings, Ltd.	PSH	Guernsey	5/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Public Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Pershing Square Holdings, Ltd.	PSH	Guernsey	5/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR this resolution is warranted because: " The proposed amounts and durations are within recommended limits. " The Company has provided a commitment that shares would not be issued at a price that is less than the prevailing NAV per share of the relevant class.
Pershing Square Holdings, Ltd.	PSH	Guernsey	5/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Pershing Square Holdings, Ltd.	PSH	Guernsey	5/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Pershing Square Holdings, Ltd.	PSH	Guernsey	5/05/2022	Elect Director	Re-elect Nicholas Botta as Director	For	For	Items 4 to 7, 9 & 10 A vote FOR the re-election of Nicholas Botta, Anne Farlow, Bronwyn Curtis, Andrew Henton, Rupert Morley and Tracy Palandjian is warranted because no significant concerns have been identified. Item 8 A vote FOR the re-election of Tope Lawani is warranted, although it is not without concern because: " Apart from his role as NED of the Company, he also serves in various roles at other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the Company. Mitigating, the main reason for support is: " The other companies where he serves as director are closely connected to each other; and " PSH is an investment company; as such, a degree of flexibility is considered appropriate. This will be kept under review.
Pershing Square Holdings, Ltd.	PSH	Guernsey	5/05/2022	Elect Director	Re-elect Anne Farlow as Director	For	For	Items 4 to 7, 9 & 10 A vote FOR the re-election of Nicholas Botta, Anne Farlow, Bronwyn Curtis, Andrew Henton, Rupert Morley and Tracy Palandjian is warranted because no significant concerns have been identified. Item 8 A vote FOR the re-election of Tope Lawani is warranted, although it is not without concern because: " Apart from his role as NED of the Company, he also serves in various roles at other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the Company. Mitigating, the main reason for support is: " The other companies where he serves as director are closely connected to each other; and " PSH is an investment company; as such, a degree of flexibility is considered appropriate. This will be kept under review.
Pershing Square Holdings, Ltd.	PSH	Guernsey	5/05/2022	Elect Director	Re-elect Bronwyn Curtis as Director	For	For	Items 4 to 7, 9 & 10 A vote FOR the re-election of Nicholas Botta, Anne Farlow, Bronwyn Curtis, Andrew Henton, Rupert Morley and Tracy Palandjian is warranted because no significant concerns have been identified. Item 8 A vote FOR the re-election of Tope Lawani is warranted, although it is not without concern because: " Apart from his role as NED of the Company, he also serves in various roles at other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the Company. Mitigating, the main reason for support is: " The other companies where he serves as director are closely connected to each other; and " PSH is an investment company; as such, a degree of flexibility is considered appropriate. This will be kept under review.
Pershing Square Holdings, Ltd.	PSH	Guernsey	5/05/2022	Elect Director	Re-elect Andrew Henton as Director	For	For	Items 4 to 7, 9 & 10 A vote FOR the re-election of Nicholas Botta, Anne Farlow, Bronwyn Curtis, Andrew Henton, Rupert Morley and Tracy Palandjian is warranted because no significant concerns have been identified. Item 8 A vote FOR the re-election of Tope Lawani is warranted, although it is not without concern because: " Apart from his role as NED of the Company, he also serves in various roles at other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the Company. Mitigating, the main reason for support is: " The other companies where he serves as director are closely connected to each other; and " PSH is an investment company; as such, a degree of flexibility is considered appropriate. This will be kept under review.
Pershing Square Holdings, Ltd.	PSH	Guernsey	5/05/2022	Elect Director	Re-elect Tope Lawani as Director	For	For	Items 4 to 7, 9 & 10 A vote FOR the re-election of Nicholas Botta, Anne Farlow, Bronwyn Curtis, Andrew Henton, Rupert Morley and Tracy Palandjian is warranted because no significant concerns have been identified. Item 8 A vote FOR the re-election of Tope Lawani is warranted, although it is not without concern because: " Apart from his role as NED of the Company, he also serves in various roles at other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the Company. Mitigating, the main reason for support is: " The other companies where he serves as director are closely connected to each other; and " PSH is an investment company; as such, a degree of flexibility is considered appropriate. This will be kept under review.
Pershing Square Holdings, Ltd.	PSH	Guernsey	5/05/2022	Elect Director	Re-elect Rupert Morley as Director	For	For	Items 4 to 7, 9 & 10 A vote FOR the re-election of Nicholas Botta, Anne Farlow, Bronwyn Curtis, Andrew Henton, Rupert Morley and Tracy Palandjian is warranted because no significant concerns have been identified. Item 8 A vote FOR the re-election of Tope Lawani is warranted, although it is not without concern because: " Apart from his role as NED of the Company, he also serves in various roles at other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the Company. Mitigating, the main reason for support is: " The other companies where he serves as director are closely connected to each other; and " PSH is an investment company; as such, a degree of flexibility is considered appropriate. This will be kept under review.
Persimmon Plc	PSN	United Kingdom	27/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Persimmon Plc	PSN	United Kingdom	27/04/2022	Elect Director	Elect Shirine Khoury-Haq as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Persimmon Plc	PSN	United Kingdom	27/04/2022	Ratify Auditors	Reappoint Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Persimmon Plc	PSN	United Kingdom	27/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Persimmon Plc	PSN	United Kingdom	27/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Persimmon Plc	PSN	United Kingdom	27/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Persimmon Plc	PSN	United Kingdom	27/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Persimmon Plc	PSN	United Kingdom	27/04/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Persimmon Plc	PSN	United Kingdom	27/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is warranted, although not without concern: " The incoming CFO's starting salary represents a c. 26% increase compared to his predecessor. " There may be questions regarding the stretch of financial targets under the FY2021 bonus, which paid out at c. 92.5% and 90.5% of maximum opportunity. " The incoming CFO will be entitled to a maximum bonus opportunity of 175% of salary (normal Policy maximum of 150% of salary). The main reasons for support are: " The former CFO's salary should be viewed in the context of a significant shareholding in the Company. The incoming CFO's fixed pay has been set lower than at his previous employer. " Pay outcomes and performance for the year under review appear broadly aligned. " The total variable remuneration awarded to the incoming CFO falls within the limit under the approved Recruitment Policy of 450% of salary. " The proposed buy-out awards do not raise any material concerns at this stage. " There are no further concerns.
Persimmon Plc	PSN	United Kingdom	27/04/2022	Elect Director	Re-elect Roger Devlin as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Persimmon Plc	PSN	United Kingdom	27/04/2022	Elect Director	Re-elect Dean Finch as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Persimmon Plc	PSN	United Kingdom	27/04/2022	Elect Director	Re-elect Nigel Mills as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Persimmon Plc	PSN	United Kingdom	27/04/2022	Elect Director	Re-elect Simon Litherland as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Persimmon Plc	PSN	United Kingdom	27/04/2022	Elect Director	Re-elect Joanna Place as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Persimmon Plc	PSN	United Kingdom	27/04/2022	Elect Director	Re-elect Annemarie Durbin as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Persimmon Plc	PSN	United Kingdom	27/04/2022	Elect Director	Re-elect Andrew Wylie as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Pearson Plc	PSO	United Kingdom	29/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Pearson Plc	PSO	United Kingdom	29/04/2022	Elect Director	Re-elect Graeme Pitkethly as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Pearson Plc	PSO	United Kingdom	29/04/2022	Elect Director	Re-elect Tim Score as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Pearson Plc	PSO	United Kingdom	29/04/2022	Elect Director	Re-elect Lincoln Wallen as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Pearson Plc	PSO	United Kingdom	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted, although it is not without concerns on account of: " There is scope for the underpins under the Co-Investment Award to be made more challenging and measurable, given the size of the awards. The lack of detail on the underpins also raises concerns regarding the subjective nature of the underpins. The main reasons for support are: " The Remuneration Committee has provided a commentary in the annual report on its assessment of the performance underpins. " No further material concerns have been identified.
Pearson Plc	PSO	United Kingdom	29/04/2022	Ratify Auditors	Appoint Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Pearson Plc	PSO	United Kingdom	29/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Pearson Plc	PSO	United Kingdom	29/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Pearson Plc	PSO	United Kingdom	29/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Pearson Plc	PSO	United Kingdom	29/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Pearson Plc	PSO	United Kingdom	29/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Pearson Plc	PSO	United Kingdom	29/04/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Pearson Plc	PSO	United Kingdom	29/04/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Pearson Plc	PSO	United Kingdom	29/04/2022	Elect Director	Elect Omid Kordestani as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Pearson Plc	PSO	United Kingdom	29/04/2022	Elect Director	Elect Esther Lee as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Pearson Plc	PSO	United Kingdom	29/04/2022	Elect Director	Elect Annette Thomas as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Pearson Plc	PSO	United Kingdom	29/04/2022	Elect Director	Re-elect Andy Bird as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Pearson Plc	PSO	United Kingdom	29/04/2022	Elect Director	Re-elect Sherry Couto as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Pearson Plc	PSO	United Kingdom	29/04/2022	Elect Director	Re-elect Sally Johnson as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.

Pearson Plc Phillips 66	PSOX	USA	29/04/2022 11/05/2022	Elect Director Elect Director	Re-elect Linda Lorimer as Director Elect Director Greg C. Garland	For Against	For Against	A vote FOR these Directors is warranted as no significant concerns have been identified. A vote AGAINST CEO and Chair Greg Garland and Chair of the Public Policy and Sustainability Committee Denise Ramos is warranted as a signal to the board that stronger independent oversight and board management of climate-related risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * A vote AGAINST CEO/Chair Greg Garland is warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted.
Phillips 66	PSX	USA	11/05/2022	Elect Director	Elect Director Gary K. Adams	For	For	A vote AGAINST CEO and Chair Greg Garland and Chair of the Public Policy and Sustainability Committee Denise Ramos is warranted as a signal to the board that stronger independent oversight and board management of climate-related risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * A vote AGAINST CEO/Chair Greg Garland is warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted.
Phillips 66	PSX	USA	11/05/2022	Elect Director	Elect Director John E. Lowe	For	For	A vote AGAINST CEO and Chair Greg Garland and Chair of the Public Policy and Sustainability Committee Denise Ramos is warranted as a signal to the board that stronger independent oversight and board management of climate-related risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * A vote AGAINST CEO/Chair Greg Garland is warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted.
Phillips 66	PSX	USA	11/05/2022	Elect Director	Elect Director Denise L. Ramos	Against	Against	A vote AGAINST CEO and Chair Greg Garland and Chair of the Public Policy and Sustainability Committee Denise Ramos is warranted as a signal to the board that stronger independent oversight and board management of climate-related risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * A vote AGAINST CEO/Chair Greg Garland is warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted.
Phillips 66	PSX	USA	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR the proposal is warranted. In response to a low say-on-pay vote result, the company engaged with shareholders, disclosed their feedback in the proxy statement, and connected shareholder concerns to positive changes made within the pay program. In addition, the pay-for-performance misalignment for the year in review was sufficiently mitigated. While a concern regarding the target setting for some metrics was noted, a large portion of the annual bonus was based on pre-set objective metrics, with negative discretion utilized to lower a portion of the payout. Furthermore, the company removed a relatively large potential upward modifier based on individual performance in FY21 based on shareholder feedback. The company also made positive changes to the LTI program, adding a cap on relative TSR payout if absolute TSR is negative and increasing the relative TSR target for FY22. Additionally, a prior grant vested below target, which was largely in line with recent company underperformance.
Phillips 66	PSX	USA	11/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Phillips 66	PSX	USA	11/05/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Phillips 66	PSX	USA	11/05/2022	GHG Emissions	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For	For	A vote FOR this proposal is warranted, as additional information on the company's GHG emissions reduction efforts would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.
Phillips 66	PSX	USA	11/05/2022	Recycling	Report on Reducing Plastic Pollution	For	For	A vote FOR this proposal is warranted, as additional disclosure on metrics and targets related to ability of the company to transition from virgin polymer production would allow shareholders to better assess the company's management of associated financial, environmental, and reputational risks.
PTC Inc.	PTC	USA	31/01/2022	Elect Director	Elect Director Mark Benjamin	For	For	A vote FOR the director nominees is warranted.
PTC Inc.	PTC	USA	31/01/2022	Elect Director	Elect Director Janice Chaffin	For	For	A vote FOR the director nominees is warranted.
PTC Inc.	PTC	USA	31/01/2022	Elect Director	Elect Director James Heppelmann	For	For	A vote FOR the director nominees is warranted.
PTC Inc.	PTC	USA	31/01/2022	Elect Director	Elect Director Klaus Hoehn	For	For	A vote FOR the director nominees is warranted.
PTC Inc.	PTC	USA	31/01/2022	Elect Director	Elect Director Paul Lacy	For	For	A vote FOR the director nominees is warranted.
PTC Inc.	PTC	USA	31/01/2022	Elect Director	Elect Director Corinna Lathan	For	For	A vote FOR the director nominees is warranted.
PTC Inc.	PTC	USA	31/01/2022	Elect Director	Elect Director Blake Moret	For	For	A vote FOR the director nominees is warranted.
PTC Inc.	PTC	USA	31/01/2022	Elect Director	Elect Director Robert Schechter	For	For	A vote FOR the director nominees is warranted.
PTC Inc.	PTC	USA	31/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR the proposal is warranted. Following a failed say-on-pay vote result, the compensation committee disclosed engagement efforts with shareholders as well as the feedback received in these engagements. The proxy also notes commitments and pay program changes that were made in response to these shareholder concerns. Additionally, the pay-for-performance misalignment is mitigated for the year in review. The STI program was entirely based on pre-set financial metrics, while 50 percent of the LTI grant is in performance-conditioned equity. Some concerns about the LTI program are noted, including that 100 percent of the FY21 grant and 50 percent of the FY22 grant will be based on annualized performance periods. The relative TSR metric also merely targets the 50th percentile, though the company added a feature that caps vesting at target if absolute TSR is negative.
PTC Inc.	PTC	USA	31/01/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Platinum Asset Management Limited	PTM	Australia	17/11/2021	Elect Director	Elect Andrew Stannard as Director	Against	Against	A vote AGAINST the re-election of Andrew Stannard (Item 1) is warranted. Concerns are noted that he is one of three executives on the board, which is not majority independent (50 percent independent). Concerns are noted for multiple executive directors which is inconsistent with good corporate governance practice in the Australian market. A vote FOR the re-election of Brigitte Smith (Item 2) is warranted as she is classified as independent and there are no material issues regarding board and committee composition resulting from her election, nor any wider corporate governance issues.
Platinum Asset Management Limited	PTM	Australia	17/11/2021	Elect Director	Elect Brigitte Smith as Director	For	For	A vote AGAINST the re-election of Andrew Stannard (Item 1) is warranted. Concerns are noted that he is one of three executives on the board, which is not majority independent (50 percent independent). Concerns are noted for multiple executive directors which is inconsistent with good corporate governance practice in the Australian market. A vote FOR the re-election of Brigitte Smith (Item 2) is warranted as she is classified as independent and there are no material issues regarding board and committee composition resulting from her election, nor any wider corporate governance issues.
Platinum Asset Management Limited	PTM	Australia	17/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the remuneration report is warranted. While CEO pay and performance are reasonably aligned, the reason for this recommendation is the poor and inadequate disclosure in the STI plans and large bonuses payments to the CFO and Director of Investment Services. There is inadequate disclosure to justify the extent to which targets were met and alignment with company performance and shareholder interests. These bonuses appear to be subject to excessive board discretion. Added concerns regarding the FY22 LTI grant to the CEO are noted.
Platinum Asset Management Limited	PTM	Australia	17/11/2021	Approve Restricted Stock Plan	Approve Equity Incentive Plan	For	For	A qualified vote FOR the approval of is warranted as it establishes a broad framework for grants to be made in the future. Concerns are raised that "change of control", "good leaver" and "other leaver" provisions do not provide for pro-rating of the awards for time elapsed or satisfaction of performance hurdles.
Platinum Asset Management Limited	PTM	Australia	17/11/2021	Approve Share Plan Grant	Approve Grant of Deferred Rights to Andrew Clifford	Against	Against	A vote AGAINST the LTI grant is warranted given the multiple concerns for inconsistency with accepted market practice." The quantum of the grant is excessive and well above peers with target vesting of 1.6 million shares up to 3.2 million shares, valued by the company at \$6,976,000 at target level and implying \$13,952,000 for 3.2 million shares." One quarter of the award is tested at the end of each year following the grant date for four years." The plan uses only one performance measure, being Total Shareholder Return in the range of 7.5 percent to 15 percent, which some shareholders may not consider to be sufficiently rigorous." The "change of control" and "good leaver" provisions are inconsistent with good governance practice." The substantial level of outstanding equity incentives (7.81 percent); and" Provision for dividends on unvested shares, through a dividend equivalent payment at the end of the performance period for deferred rights that vest, noting that there is no present entitlement to shares or dividends until vesting.
Platinum Asset Management Limited	PTM	Australia	17/11/2021	Approve or Amend Severance Agreements/Change-in-Control Agreements	Approve Potential Termination Benefits	For	For	A qualified vote FOR this resolution is warranted. Concerns are noted for the level of discretion of the Board to accelerate Deferred Share Rights in a Good Leaver or Other Leaver scenario.
Peloton Interactive, Inc.	PTON	USA	7/12/2021	Elect Director	Elect Director Jon Callaghan	Withhold	Withhold	WITHHOLD votes are warranted for incumbent director nominees Jonathan (Jon) Callaghan and Jay Hoag given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights.
Peloton Interactive, Inc.	PTON	USA	7/12/2021	Elect Director	Elect Director Jay Hoag	Withhold	Withhold	WITHHOLD votes are warranted for incumbent director nominees Jonathan (Jon) Callaghan and Jay Hoag given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights.
Peloton Interactive, Inc.	PTON	USA	7/12/2021	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Peloton Interactive, Inc.	PTON	USA	7/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST the proposal is warranted. Although TSR performance was strong, CEO pay increased substantially and there are concerns regarding the structure of equity incentives. Equity grants to executives are made entirely in stock options or RSUs, based on executive selection. This structure lacks strong performance conditions, and the proxy did not indicate that the company expects to incorporate performance-conditioned equity in the near future. While stock options only deliver value if the stock price increases, shareholder generally prefer for at least a portion of executive equity awards to require the achievement of pre-set performance goals in order to vest.
PVH Corp.	PVH	USA	16/06/2022	Elect Director	Elect Director Michael M. Callbert	For	For	A vote FOR the director nominees is warranted.
PVH Corp.	PVH	USA	16/06/2022	Elect Director	Elect Director Brent Callicott	For	For	A vote FOR the director nominees is warranted.
PVH Corp.	PVH	USA	16/06/2022	Elect Director	Elect Director George Cheeks	For	For	A vote FOR the director nominees is warranted.
PVH Corp.	PVH	USA	16/06/2022	Elect Director	Elect Director Joseph B. Fuller	For	For	A vote FOR the director nominees is warranted.
PVH Corp.	PVH	USA	16/06/2022	Elect Director	Elect Director Stefan Larsson	For	For	A vote FOR the director nominees is warranted.

PVH Corp.	PVH	USA	16/06/2022	Elect Director	Elect Director V. James Marino	For	For	A vote FOR the director nominees is warranted.
PVH Corp.	PVH	USA	16/06/2022	Elect Director	Elect Director G. Penny McIntyre	For	For	A vote FOR the director nominees is warranted.
PVH Corp.	PVH	USA	16/06/2022	Elect Director	Elect Director Amy McPherson	For	For	A vote FOR the director nominees is warranted.
PVH Corp.	PVH	USA	16/06/2022	Elect Director	Elect Director Allison Peterson	For	For	A vote FOR the director nominees is warranted.
PVH Corp.	PVH	USA	16/06/2022	Elect Director	Elect Director Edward R. Rosenfeld	For	For	A vote FOR the director nominees is warranted.
PVH Corp.	PVH	USA	16/06/2022	Elect Director	Elect Director Amanda Sourry (Judith Amanda Sourry Knox)	For	For	A vote FOR the director nominees is warranted.
PVH Corp.	PVH	USA	16/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Annual incentives are entirely based on financial performance, and half of the CEO's equity is performance conditioned. In addition, total CEO pay decreased as compared to compensation for the prior CEO in 2020, and PSUs tied to 2019-2021 performance were forfeited when the threshold goals were not met. However, continued monitoring of long-term incentives is warranted in light of the one-year measurement period for a portion of 2021 PSUs, and given that NEOs' equity awards are primarily time-based.
PVH Corp.	PVH	USA	16/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Quanta Services, Inc.	PWR	USA	27/05/2022	Elect Director	Elect Director Earl C. (Duke) Austin, Jr.	For	For	A vote FOR the director nominees is warranted.
Quanta Services, Inc.	PWR	USA	27/05/2022	Elect Director	Elect Director Doyle N. Beney	For	For	A vote FOR the director nominees is warranted.
Quanta Services, Inc.	PWR	USA	27/05/2022	Elect Director	Elect Director Vincent D. Foster	For	For	A vote FOR the director nominees is warranted.
Quanta Services, Inc.	PWR	USA	27/05/2022	Elect Director	Elect Director Bernard Fried	For	For	A vote FOR the director nominees is warranted.
Quanta Services, Inc.	PWR	USA	27/05/2022	Elect Director	Elect Director Worthing F. Jackman	For	For	A vote FOR the director nominees is warranted.
Quanta Services, Inc.	PWR	USA	27/05/2022	Elect Director	Elect Director Holl C. Ladhani	For	For	A vote FOR the director nominees is warranted.
Quanta Services, Inc.	PWR	USA	27/05/2022	Elect Director	Elect Director David M. McClanahan	For	For	A vote FOR the director nominees is warranted.
Quanta Services, Inc.	PWR	USA	27/05/2022	Elect Director	Elect Director Margaret B. Shannon	For	For	A vote FOR the director nominees is warranted.
Quanta Services, Inc.	PWR	USA	27/05/2022	Elect Director	Elect Director Martha B. Wyrssh	For	For	A vote FOR the director nominees is warranted.
Quanta Services, Inc.	PWR	USA	27/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Annual incentives are largely based on pre-set financial measures and the majority of equity awards were performance based and utilized a multi-year measurement period.
Quanta Services, Inc.	PWR	USA	27/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Quanta Services, Inc.	PWR	USA	27/05/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSCI), a vote FOR this proposal is warranted.
PEXA Group Limited	PXA	Australia	19/11/2021	Elect Director	Elect Mark Joiner as Director	For	For	Item 1A vote FOR the reelection of Mark Joiner is warranted.Item 2A qualified vote FOR the reelection of Vivek Bhatia is warranted as he is the sole representative of Link Group, which holds 44.66 percent of the company's shares. His percentage representation on the board is sufficiently proportionate to the shareholding which he represents.
PEXA Group Limited	PXA	Australia	19/11/2021	Elect Director	Elect Vivek Bhatia as Director	For	For	Item 1A vote FOR the reelection of Mark Joiner is warranted.Item 2A qualified vote FOR the reelection of Vivek Bhatia is warranted as he is the sole representative of Link Group, which holds 44.66 percent of the company's shares. His percentage representation on the board is sufficiently proportionate to the shareholding which he represents.
PEXA Group Limited	PXA	Australia	19/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the adoption of the remuneration report is warranted.
PEXA Group Limited	PXA	Australia	19/11/2021	Approve Omnibus Stock Plan	Approve PEXA Group Limited Equity Incentive Plan	For	For	A qualified vote FOR this resolution is warranted given that the Equity Incentive Plan establishes the broader framework for equity-incentives to a wider range of the company's employees.However, governance concerns exist for the fact that non-executive directors may participate in the plan. This aspect is inconsistent with shareholder expectations in this market that NEDs do not receive incentive-based pay. Nevertheless, it is noted that any grant to a NED would require shareholder approval.
PEXA Group Limited	PXA	Australia	19/11/2021	Approve Stock Option Plan Grants	Approve Grant of Performance Rights to Glenn King	For	For	A vote FOR this resolution is warranted.
Pioneer Natural Resources Company	PXD	USA	25/05/2022	Elect Director	Elect Director A.R. Alameddine	For	For	Votes AGAINST Board Chair and Chairperson of the Sustainability and Climate Oversight Committee, J. Kenneth Thompson are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining nominees is warranted at this time.
Pioneer Natural Resources Company	PXD	USA	25/05/2022	Elect Director	Elect Director Lori G. Billingsley	For	For	Votes AGAINST Board Chair and Chairperson of the Sustainability and Climate Oversight Committee, J. Kenneth Thompson are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining nominees is warranted at this time.
Pioneer Natural Resources Company	PXD	USA	25/05/2022	Elect Director	Elect Director Edison C. Buchanan	For	For	Votes AGAINST Board Chair and Chairperson of the Sustainability and Climate Oversight Committee, J. Kenneth Thompson are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining nominees is warranted at this time.
Pioneer Natural Resources Company	PXD	USA	25/05/2022	Elect Director	Elect Director Maria S. Dreyfus	For	For	Votes AGAINST Board Chair and Chairperson of the Sustainability and Climate Oversight Committee, J. Kenneth Thompson are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining nominees is warranted at this time.
Pioneer Natural Resources Company	PXD	USA	25/05/2022	Elect Director	Elect Director Matthew M. Gallagher	For	For	Votes AGAINST Board Chair and Chairperson of the Sustainability and Climate Oversight Committee, J. Kenneth Thompson are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining nominees is warranted at this time.
Pioneer Natural Resources Company	PXD	USA	25/05/2022	Elect Director	Elect Director Phillip A. Gobe	For	For	Votes AGAINST Board Chair and Chairperson of the Sustainability and Climate Oversight Committee, J. Kenneth Thompson are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining nominees is warranted at this time.
Pioneer Natural Resources Company	PXD	USA	25/05/2022	Elect Director	Elect Director Stacy P. Methwin	For	For	Votes AGAINST Board Chair and Chairperson of the Sustainability and Climate Oversight Committee, J. Kenneth Thompson are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining nominees is warranted at this time.
Pioneer Natural Resources Company	PXD	USA	25/05/2022	Elect Director	Elect Director Royce W. Mitchell	For	For	Votes AGAINST Board Chair and Chairperson of the Sustainability and Climate Oversight Committee, J. Kenneth Thompson are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining nominees is warranted at this time.
Pioneer Natural Resources Company	PXD	USA	25/05/2022	Elect Director	Elect Director Frank A. Risch	For	For	Votes AGAINST Board Chair and Chairperson of the Sustainability and Climate Oversight Committee, J. Kenneth Thompson are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining nominees is warranted at this time.
Pioneer Natural Resources Company	PXD	USA	25/05/2022	Elect Director	Elect Director Scott D. Sheffield	For	For	Votes AGAINST Board Chair and Chairperson of the Sustainability and Climate Oversight Committee, J. Kenneth Thompson are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining nominees is warranted at this time.
Pioneer Natural Resources Company	PXD	USA	25/05/2022	Elect Director	Elect Director J. Kenneth Thompson	Against	Against	Votes AGAINST Board Chair and Chairperson of the Sustainability and Climate Oversight Committee, J. Kenneth Thompson are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining nominees is warranted at this time.
Pioneer Natural Resources Company	PXD	USA	25/05/2022	Elect Director	Elect Director Phoebe A. Wood	For	For	Votes AGAINST Board Chair and Chairperson of the Sustainability and Climate Oversight Committee, J. Kenneth Thompson are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the remaining nominees is warranted at this time.
Pioneer Natural Resources Company	PXD	USA	25/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Pioneer Natural Resources Company	PXD	USA	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although there is some concern regarding the lack of an absolute cap for performance share awards when absolute TSR is negative, a vote FOR this proposal is warranted, as pay and performance is reasonably aligned at this time.
PayPal Holdings, Inc.	PYPL	USA	2/06/2022	Elect Director	Elect Director Rodney C. Adkins	For	For	A vote FOR the director nominees is warranted.
PayPal Holdings, Inc.	PYPL	USA	2/06/2022	Elect Director	Elect Director Jonathan Christodoro	For	For	A vote FOR the director nominees is warranted.
PayPal Holdings, Inc.	PYPL	USA	2/06/2022	Elect Director	Elect Director John J. Donahoe	For	For	A vote FOR the director nominees is warranted.
PayPal Holdings, Inc.	PYPL	USA	2/06/2022	Elect Director	Elect Director David W. Dorman	For	For	A vote FOR the director nominees is warranted.
PayPal Holdings, Inc.	PYPL	USA	2/06/2022	Elect Director	Elect Director Belinda J. Johnson	For	For	A vote FOR the director nominees is warranted.
PayPal Holdings, Inc.	PYPL	USA	2/06/2022	Elect Director	Elect Director Enrique Lores	For	For	A vote FOR the director nominees is warranted.
PayPal Holdings, Inc.	PYPL	USA	2/06/2022	Elect Director	Elect Director Gail J. McGovern	For	For	A vote FOR the director nominees is warranted.
PayPal Holdings, Inc.	PYPL	USA	2/06/2022	Elect Director	Elect Director Deborah M. Messemer	For	For	A vote FOR the director nominees is warranted.
PayPal Holdings, Inc.	PYPL	USA	2/06/2022	Elect Director	Elect Director David M. Moffett	For	For	A vote FOR the director nominees is warranted.
PayPal Holdings, Inc.	PYPL	USA	2/06/2022	Elect Director	Elect Director Ann M. Sarnoff	For	For	A vote FOR the director nominees is warranted.
PayPal Holdings, Inc.	PYPL	USA	2/06/2022	Elect Director	Elect Director Daniel H. Schulman	For	For	A vote FOR the director nominees is warranted.
PayPal Holdings, Inc.	PYPL	USA	2/06/2022	Elect Director	Elect Director Frank D. Yeary	For	For	A vote FOR the director nominees is warranted.
PayPal Holdings, Inc.	PYPL	USA	2/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentive awards are based primarily on objective financial metrics, and the majority of long-term equity awards are conditioned on multi-year financial performance objectives.
PayPal Holdings, Inc.	PYPL	USA	2/06/2022	Advisory Vote on Say on Pay Frequency	Advisory Vote on Say on Pay Frequency	One Year	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.
PayPal Holdings, Inc.	PYPL	USA	2/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
PayPal Holdings, Inc.	PYPL	USA	2/06/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 20 percent to 10 percent would enhance shareholders' rights.
Qantas Airways Limited	QAN	Australia	5/11/2021	Elect Director	Elect Belinda Hutchinson as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified regarding board and committee composition, or their nominations.
Qantas Airways Limited	QAN	Australia	5/11/2021	Elect Director	Elect Antony Tyler as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified regarding board and committee composition, or their nominations.
Qantas Airways Limited	QAN	Australia	5/11/2021	Elect Director	Elect Todd Sampson as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified regarding board and committee composition, or their nominations.

Qantas Airways Limited	QAN	Australia	5/11/2021	Approve Share Plan Grant	Approve Participation of Alan Joyce in the Long Term Incentive Plan	For	For	A qualified vote FOR the grant of performance rights to CEO is warranted. The structure of the LTI is broadly in line with market having a three-year performance period, rights granted on face value and vesting based solely on relative TSR performance assessed against the ASX100 index and a narrower global airline peer group. The qualification is to raise concerns that, " Despite a reduction in the award opportunity from the FY21 grant the quantum of the CEO's LTI remains well above the market medians and is considered excessive," There is no positive TSR gateway applied to the relative TSR test which, in the absence of downward board discretion, has potential to award executives in cases of a negative TSR outcome.
Qantas Airways Limited	QAN	Australia	5/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the remuneration report is warranted.* High remuneration awards such as the significant increase in FY21 LTI have contributed to the identification of a high concern for misalignment in quantitative pay-for-performance analysis.* LTI vesting in the last two years is materially misaligned with the affairs of the company, employees and shareholders.* The LTI structure does not have a positive TSR gateway which in the absence of exercise of downward board discretion, as seen with the FY18 and FY19 LTI grants, can lead to vesting of awards against the narrow airline peer group based on relative performance despite underlying weak and/or negative shareholder.* The company reduced STI opportunity for the CEO from a maximum in FY20 of 200 percent of fixed remuneration to 90 percent in FY21 and accompanied by a significant increase in the FY21 LTI opportunity to 235 percent of fixed remuneration from 185 percent in FY20. This may be considered by shareholders as an inappropriate discretionary shift towards a greater potential remuneration benefit at a future date compared to the current period. It is noted that the FY22 LTI grant has been reduced, whereas any changes to the FY22 STI have not been disclosed in the remuneration report.* NEDs receive post-employment benefits, which have been eliminated for ASX300 companies in recognition of poor corporate governance.
Qantas Airways Limited	QAN	Australia	5/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	For	For	A vote FOR the adoption of the amended constitution, as revised on 15 October 2021, is warranted. This is a bundled resolution that includes a number of administrative, governance and legislative amendments. The company announced on 15 October 2021 that the Board determined to withdraw the proposed amendments to the Constitution relating to virtual meetings. The amendments include proportional takeover provisions which warrant support on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
QBE Insurance Group Limited	QBE	Australia	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted, despite improved financial performance in FY21, because of the following shareholder concerns: * Poor disclosure of specific and quantified targets for non-financial STI measures, * Vesting outcomes of prior year EIP rights, granted subject to service and behavioural conditions, are misaligned with the company's poor financial performance, * Excessive sign-on bonuses were paid to new KMPs, including the Group CEO, which are not appropriately linked to performance, and * Fees paid to the Chairman and Directors are above market median, despite the temporary suspension of generous travel allowances.
QBE Insurance Group Limited	QBE	Australia	5/05/2022	Approve Share Plan Grant	Approve Grant of Conditional Rights to Andrew Horton	For	For	A vote FOR this resolution is warranted because the terms of the grant of rights are in line with accepted local market practice with a three-year performance period, and appropriate performance measures that are adequately aligned with improved shareholder interests over the longer term. Shareholder concerns include the quantum of the award being above market, accrual of notional dividends on rights prior to vesting and the absence of a positive TSR gateway.
QBE Insurance Group Limited	QBE	Australia	5/05/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Fees of Non-Executive Directors	Against	Against	A vote AGAINST this resolution is warranted because the quantum of the increase is considered to be excessive. It is noted that sufficient headroom is available within the existing fee cap to accommodate any temporary increase in directors for board renewal/transition, existing fees are above market and the payment of travel allowances is not in line with good governance and shareholder expectations.
QBE Insurance Group Limited	QBE	Australia	5/05/2022	Elect Director	Elect Rolf Tolle as Director	For	For	A vote FOR all nominees is warranted.
QBE Insurance Group Limited	QBE	Australia	5/05/2022	Elect Director	Elect Yasmin Allen as Director	For	For	A vote FOR all nominees is warranted.
QBE Insurance Group Limited	QBE	Australia	5/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted, as the request to amend the company's constitution is potentially broad with no regulatory framework to oversee shareholder proposals. The Board has confirmed its willingness to consult with shareholders and address their requirements through its comprehensive investor relations engagement program, institutional shareholder engagements and allowing shareholders to raise questions at company meetings.
QBE Insurance Group Limited	QBE	Australia	5/05/2022	Report on Climate Change	Approve Climate Risk Management	For	For	A vote FOR this resolution is warranted, as adoption of reduction targets aimed to limit the company's exposure to fossil fuels as requested, would enable shareholders to better understand how the company is managing climate change related-risks and assess the effectiveness of the company's related efforts.
QUALCOMM Incorporated	QCOM	USA	9/03/2022	Elect Director	Elect Director Sylvia Acevedo	For	For	A vote FOR the director nominees is warranted.
QUALCOMM Incorporated	QCOM	USA	9/03/2022	Elect Director	Elect Director Cristiano R. Amon	For	For	A vote FOR the director nominees is warranted.
QUALCOMM Incorporated	QCOM	USA	9/03/2022	Elect Director	Elect Director Mark Fields	For	For	A vote FOR the director nominees is warranted.
QUALCOMM Incorporated	QCOM	USA	9/03/2022	Elect Director	Elect Director Jeffrey W. Henderson	For	For	A vote FOR the director nominees is warranted.
QUALCOMM Incorporated	QCOM	USA	9/03/2022	Elect Director	Elect Director Gregory N. Johnson	For	For	A vote FOR the director nominees is warranted.
QUALCOMM Incorporated	QCOM	USA	9/03/2022	Elect Director	Elect Director Ann M. Livermore	For	For	A vote FOR the director nominees is warranted.
QUALCOMM Incorporated	QCOM	USA	9/03/2022	Elect Director	Elect Director Mark D. McLaughlin	For	For	A vote FOR the director nominees is warranted.
QUALCOMM Incorporated	QCOM	USA	9/03/2022	Elect Director	Elect Director Jamie S. Miller	For	For	A vote FOR the director nominees is warranted.
QUALCOMM Incorporated	QCOM	USA	9/03/2022	Elect Director	Elect Director Irene B. Rosenfeld	For	For	A vote FOR the director nominees is warranted.
QUALCOMM Incorporated	QCOM	USA	9/03/2022	Elect Director	Elect Director Kornelius (Neil) Smit	For	For	A vote FOR the director nominees is warranted.
QUALCOMM Incorporated	QCOM	USA	9/03/2022	Elect Director	Elect Director Jean-Pascal Tricoire	For	For	A vote FOR the director nominees is warranted.
QUALCOMM Incorporated	QCOM	USA	9/03/2022	Elect Director	Elect Director Anthony J. Vinciguerra	For	For	A vote FOR the director nominees is warranted.
QUALCOMM Incorporated	QCOM	USA	9/03/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
QUALCOMM Incorporated	QCOM	USA	9/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Pay and performance are reasonably aligned at this time and a majority of annual and long-term incentives are based on pre-set financial metrics.
Qualys, Inc.	QLYS	USA	8/06/2022	Elect Director	Elect Director Sandra E. Bergeron	For	For	A vote FOR the director nominees is warranted.
Qualys, Inc.	QLYS	USA	8/06/2022	Elect Director	Elect Director Kristi M. Rogers	For	For	A vote FOR the director nominees is warranted.
Qualys, Inc.	QLYS	USA	8/06/2022	Ratify Auditors	Ratify Grant Thornton LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Qualys, Inc.	QLYS	USA	8/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. The company demonstrated sufficient responsiveness to last year's failed say-on-pay vote, by engaging with shareholders, disclosing shareholder feedback, and making significant changes to its pay program. In addition, pay and performance are reasonably aligned at this time.
Qualys, Inc.	QLYS	USA	8/06/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Qualys, Inc.	QLYS	USA	8/06/2022	Advisory Vote on Say on Pay Frequency	Advisory Vote on Say on Pay Frequency	One Year	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.
Qube Holdings Limited	QUB	Australia	11/11/2021	Elect Director	Elect Sam Kaplan as Director	For	For	A qualified vote FOR the re-election of Sam Kaplan is warranted. Kaplan is the chairman of the audit committee and considered as non-independent as a founder of the company. The qualification is based on concerns regarding the structure of the audit committee as it does not comprise entirely independent non-executive directors. A vote FOR the re-election of independent director Ross Burney is warranted, as no material issues have been identified regarding his nomination in respect of board and committee composition as a result of his nomination.
Qube Holdings Limited	QUB	Australia	11/11/2021	Elect Director	Elect Ross Burney as Director	For	For	A qualified vote FOR the re-election of Sam Kaplan is warranted. Kaplan is the chairman of the audit committee and considered as non-independent as a founder of the company. The qualification is based on concerns regarding the structure of the audit committee as it does not comprise entirely independent non-executive directors. A vote FOR the re-election of independent director Ross Burney is warranted, as no material issues have been identified regarding his nomination in respect of board and committee composition as a result of his nomination.
Qube Holdings Limited	QUB	Australia	11/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted given that:* STI bonuses were higher than FY21 and in a range between 72 to 83 percent of maximum to align with improved financial performance in FY21.* FY18 LTI vesting of SARs in FY21 was at 58 percent to align with the average shareholder returns over the period.* In response to the 'first strike' received at the 2020 AGM, the company implemented some changes to its remuneration structure in FY21, with other changes planned for introduction in FY22 and FY23. The primary corporate governance concern relates to the persisting and inferior transparency in the STI, given the absence of any disclosure of specific and quantified hurdles for both the financial and non-financial measures. Such disclosure is readily provided by many large ASX-listed entities to provide shareholders sufficient transparency on targets to assess performance and bonuses.
Qube Holdings Limited	QUB	Australia	11/11/2021	Approve Stock Option Plan Grants	Approve Grant of Share Appreciation Rights to Paul Digney	For	For	A vote FOR the grant of SARs to the CEO is warranted on the basis that the bonus is linked to the share price performance experienced by shareholders over a three-year performance period. However, given the company has taken benchmarking advice from remuneration consultants, it will also be clear that larger ASX-listed entities with longer term assets and decision-making are moving to, or have incorporated, performance periods of 4 years or more. Accordingly, the 3 year performance period in this case is identified to now be inferior, especially in the context of the company's justification for this incentive structure that it is linked to the longer-term growth of the investments in Patrick Terminals and the Moorebank Logistics Park.
Qube Holdings Limited	QUB	Australia	11/11/2021	Approve Executive Share Option Plan	Approve Qube Long Term Incentive (SAR) Plan	For	For	On balance, a vote FOR this resolution is warranted. The plan is presently designed to measure performance of the company through value created in development phase projects. This is intended to be assessed executive remuneration purposes by appreciation in the share price through Share Appreciation Rights. In this way, executive outcomes are intended to be linked with investor returns.
Qube Holdings Limited	QUB	Australia	11/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Increase of Non-Executive Director Fee Pool	For	For	A vote FOR this resolution is warranted on the basis that there is insufficient headroom available under the current cap to appoint an additional director which may be necessary as part of board refreshment. The chairman's and NED fees are presently below the median of market cap peers.
Qube Holdings Limited	QUB	Australia	11/11/2021	Approve the Spill Resolution	Approve Conditional Spill Resolution	Against	Against	A vote AGAINST this proposal is warranted. A board spill is not considered to be in the best interests of the company or shareholders at this present time given that:* The board has responded and taken steps to address the concerns expressed by shareholders which gave rise to the 'first strike' against the remuneration report at the 2020 AGM; and* The company's FY21 results do not warrant any specific concerns.
Rational AG	RAA	Germany	4/05/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)			This is a non-voting item.
Rational AG	RAA	Germany	4/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 7.50 per Share and Special Dividends of EUR 2.50 per Share	For	For	A vote FOR this resolution is warranted.
Rational AG	RAA	Germany	4/05/2022	Approve Discharge of Management Board	Approve Discharge of Management Board for Fiscal Year 2021	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Rational AG	RAA	Germany	4/05/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.

Rational AG	RAA	Germany	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted because the company's remuneration practices are broadly in line with market practice. However, it is not without concerns: * The disclosure surrounding actual targets on an ex-post basis, as well as regarding a comparison with the previous year, remain underdeveloped compared to market practice. When combined with the absence of a specific cap for variable compensation, it is difficult to assess the appropriateness and rigor of the realized payouts. * No meaningful information is provided regarding the average remuneration of employees of the company in a manner which permits comparison with directors' remuneration.
Rational AG	RAA	Germany	4/05/2022	Ratify Auditors	Ratify Deloitte GmbH as Auditors for Fiscal Year 2022	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Ribbon Communications Inc.	RBBN	USA	25/05/2022	Elect Director	Elect Director Mariano S. de Beer	For	For	A vote FOR the director nominee is warranted.
Ribbon Communications Inc.	RBBN	USA	25/05/2022	Elect Director	Elect Director R. Stewart Ewing, Jr.	For	For	A vote FOR the director nominee is warranted.
Ribbon Communications Inc.	RBBN	USA	25/05/2022	Elect Director	Elect Director Bruns H. Grayson	For	For	A vote FOR the director nominee is warranted.
Ribbon Communications Inc.	RBBN	USA	25/05/2022	Elect Director	Elect Director Beatriz V. Infante	For	For	A vote FOR the director nominee is warranted.
Ribbon Communications Inc.	RBBN	USA	25/05/2022	Elect Director	Elect Director Bruce W. McClelland	For	For	A vote FOR the director nominee is warranted.
Ribbon Communications Inc.	RBBN	USA	25/05/2022	Elect Director	Elect Director Shaul Shani	For	For	A vote FOR the director nominee is warranted.
Ribbon Communications Inc.	RBBN	USA	25/05/2022	Elect Director	Elect Director Richard W. Smith	For	For	A vote FOR the director nominee is warranted.
Ribbon Communications Inc.	RBBN	USA	25/05/2022	Elect Director	Elect Director Tanya Tamone	For	For	A vote FOR the director nominee is warranted.
Ribbon Communications Inc.	RBBN	USA	25/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Ribbon Communications Inc.	RBBN	USA	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Ribbon Communications Inc.	RBBN	USA	25/05/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	Against	Against	Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive; * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and * The plan allows broad discretion to accelerate vesting.
Redbubble Limited	RBL	Australia	26/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the remuneration report is warranted due to the following concerns: * Base equity awards are guaranteed and are granted annually. And unlike a typical STI award, they do not have any performance conditions but only require continued employment during the one-year vesting period. The structure of these awards is similar to a deferred remuneration plan and inconsistent with local market standards: * The updated LTI plan is based on a single performance hurdle of TSR growth. While this metric is generally aligned with shareholder interests, it is not strictly linked to company performance as share price can be affected by movements in the market. The LTI also includes a retesting feature that would allow awards to vest up to two years after the initial vesting period.* The new CEO's fixed remuneration and the chair's new base fee is excessive when compared to capitalisation and industry peers; and * The former interim CEO received a discretionary cash bonus. Investors generally expect disclosure of the performance hurdles and how the bonus outcome was determined.
Redbubble Limited	RBL	Australia	26/10/2021	Elect Director	Elect Jennifer Macdonald as Director	For	For	A vote FOR the re-election of Jennifer Macdonald (Item 2) and Gregory Lockwood (Item 4) is warranted as they are independent and there are no material issues regarding board and committee composition resulting from their election. A vote FOR the re-election of Martin Hosking (Item 3) is warranted. Although he is classified as non-independent, the board and its key board committees a majority independent.
Redbubble Limited	RBL	Australia	26/10/2021	Elect Director	Elect Martin Hosking as Director	For	For	A vote FOR the re-election of Jennifer Macdonald (Item 2) and Gregory Lockwood (Item 4) is warranted as they are independent and there are no material issues regarding board and committee composition resulting from their election. A vote FOR the re-election of Martin Hosking (Item 3) is warranted. Although he is classified as non-independent, the board and its key board committees a majority independent.
Redbubble Limited	RBL	Australia	26/10/2021	Elect Director	Elect Greg Lockwood as Director	For	For	A vote FOR the re-election of Jennifer Macdonald (Item 2) and Gregory Lockwood (Item 4) is warranted as they are independent and there are no material issues regarding board and committee composition resulting from their election. A vote FOR the re-election of Martin Hosking (Item 3) is warranted. Although he is classified as non-independent, the board and its key board committees a majority independent.
Redbubble Limited	RBL	Australia	26/10/2021	Renew Partial Takeover Provision	Approve Renewal of Proportional Takeover Provisions in Constitution	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Redbubble Limited	RBL	Australia	26/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve Alteration of Constitution	Against	Against	A vote AGAINST this resolution is warranted because: " The proposed new constitution includes wording that could permit general meetings to be held by virtual only means;" While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any changes that serve to completely eliminate any physical attendance at meetings. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders;" It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic; this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to shareholders from approving this provision at present; and" Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
Royal Caribbean Cruises Ltd.	RCL	Liberia	2/06/2022	Elect Director	Elect Director John F. Brock	For	For	A vote FOR the director nominee is warranted.
Royal Caribbean Cruises Ltd.	RCL	Liberia	2/06/2022	Elect Director	Elect Director Richard D. Fain	For	For	A vote FOR the director nominee is warranted.
Royal Caribbean Cruises Ltd.	RCL	Liberia	2/06/2022	Elect Director	Elect Director Stephen R. Hows, Jr.	For	For	A vote FOR the director nominee is warranted.
Royal Caribbean Cruises Ltd.	RCL	Liberia	2/06/2022	Elect Director	Elect Director William L. Kimsey	For	For	A vote FOR the director nominee is warranted.
Royal Caribbean Cruises Ltd.	RCL	Liberia	2/06/2022	Elect Director	Elect Director Michael O. Leavitt	For	For	A vote FOR the director nominee is warranted.
Royal Caribbean Cruises Ltd.	RCL	Liberia	2/06/2022	Elect Director	Elect Director Jason T. Liberty	For	For	A vote FOR the director nominee is warranted.
Royal Caribbean Cruises Ltd.	RCL	Liberia	2/06/2022	Elect Director	Elect Director Amy McPherson	For	For	A vote FOR the director nominee is warranted.
Royal Caribbean Cruises Ltd.	RCL	Liberia	2/06/2022	Elect Director	Elect Director Maritza G. Montiel	For	For	A vote FOR the director nominee is warranted.
Royal Caribbean Cruises Ltd.	RCL	Liberia	2/06/2022	Elect Director	Elect Director Ann S. Moore	For	For	A vote FOR the director nominee is warranted.
Royal Caribbean Cruises Ltd.	RCL	Liberia	2/06/2022	Elect Director	Elect Director Eyal M. Ofer	For	For	A vote FOR the director nominee is warranted.
Royal Caribbean Cruises Ltd.	RCL	Liberia	2/06/2022	Elect Director	Elect Director William K. Reilly	For	For	A vote FOR the director nominee is warranted.
Royal Caribbean Cruises Ltd.	RCL	Liberia	2/06/2022	Elect Director	Elect Director Vagn O. Sorensen	For	For	A vote FOR the director nominee is warranted.
Royal Caribbean Cruises Ltd.	RCL	Liberia	2/06/2022	Elect Director	Elect Director Donald Thompson	For	For	A vote FOR the director nominee is warranted.
Royal Caribbean Cruises Ltd.	RCL	Liberia	2/06/2022	Elect Director	Elect Director Arne Alexander Wilhelmssen	For	For	A vote FOR the director nominee is warranted.
Royal Caribbean Cruises Ltd.	RCL	Liberia	2/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. While target incentive awards are largely based on objective performance criteria, certain NEOs received excessive one-time equity awards. Particularly given the size of the awards as compared to their normal compensation, the payment of special awards in addition to previously disclosed adjustments to multiple PSU performance cycles severely weakens the link between pay and performance.
Royal Caribbean Cruises Ltd.	RCL	Liberia	2/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Royal Caribbean Cruises Ltd.	RCL	Liberia	2/06/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Royal Dutch Shell Plc	RDSA	United Kingdom	10/12/2021	Adopt New Articles of Association/Charter	Adopt New Articles of Association	For	For	A vote FOR this resolution is warranted, although it is not without concern for shareholders:" As noted within the meeting materials, a bill has been submitted to the Dutch Parliament introducing a DWT exit tax. If enacted in its present form, the proposed bill would impose a DWT exit tax charge on any company that moves its tax residence to a country that does not levy dividend withholding tax, such as the UK, on or after the date on which the proposed bill comes into force. The Board has determined that there is "considerable uncertainty" as to whether the proposed bill will be enacted. If this tax materializes, then this may form a significant cost if it were to be incurred. The main reason for support is: " The Company expects that it will ultimately not incur any DWT exit tax cost and believes that the benefits of the simplification outweigh the potential costs, including any DWT exit tax charge, when assessed on a risked basis." The Company has provided rationale on why it is seeking to simplify its share structure, which would entail (i) establishing a single line of shares to eliminate the Group's A/B share structure; (ii) aligning the tax residence with its country of incorporation in the UK by relocating Board and Executive Committee meetings, and the CEO and CFO to the UK; and (iii) changing the Company's name from "Royal Dutch Shell plc" to "Shell plc".
Radware Ltd.	RDWR	Israel	9/12/2021	Elect Director	Elect Yehuda Zisapel as Director	For	For	As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.
Radware Ltd.	RDWR	Israel	9/12/2021	Elect Director	Elect Yair Tauman as Director	For	For	As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.
Radware Ltd.	RDWR	Israel	9/12/2021	Elect Director	Elect Yuval Cohen as Director	For	For	As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.
Radware Ltd.	RDWR	Israel	9/12/2021	Approve Share Plan Grant	Approve Grants of Equity-Based Awards of the Company to the President and CEO	Against	Against	A vote AGAINST this resolution is warranted because: " Total aggregate potential dilution exceeds 10 percent and the three-year average burn rate is greater than 1 percent.
Radware Ltd.	RDWR	Israel	9/12/2021	Approve Share Plan Grant	Approve Grants of Equity-Based Awards of EdgeHawk Security Ltd., Company's subsidiary to the President and CEO	For	For	A vote FOR this item is warranted because the terms of the proposed equity grant are not problematic.
Radware Ltd.	RDWR	Israel	9/12/2021	Approve Auditors and Authorize Board to Fix Their Remuneration	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal to ratify the audit firm and fix their remuneration is warranted.
Radware Ltd.	RDWR	Israel	9/12/2021	Receive Financial Statements and Statutory Reports (Non-Voting)	Discuss Financial Statements and the Report of the Board			No vote is required for this item.
Radware Ltd.	RDWR	Israel	9/12/2021	Transact Other Business (Non-Voting)	Transact Other Business			No vote is required for this item.
Radware Ltd.	RDWR	Israel	9/12/2021	Indicate That You Do Not Have Personal Interest in Proposed Agenda Item	Vote FOR if you are NOT a controlling shareholder and do NOT have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST	Refer	For	Shareholders must indicate whether they are controlling shareholders or have a personal interest related to these agenda items, or else their ballots will be disqualified.
ReadyTech Holdings Limited	RDY	Australia	17/11/2021	Elect Director	Elect Tom Matthews as Director	For	For	A vote FOR the director nominee is warranted.

ReadyTech Holdings Limited	RDY	Australia	17/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the adoption of the remuneration report is warranted. The remuneration practices of the company on balance are in line with local market standards. Moreover, STI bonuses appear to reasonably align with company performance, which was fair, and results of the business and shareholder performance in FY21. Nevertheless, shareholders may be concerned with: "The lack of disclosure of quantified STI performance measures (at threshold, target, and maximum), which hinders shareholders' abilities to assess performance alignment and goal rigor setting; and" The short performance period of the LTI grants for the year. Shareholders may seek to express their concerns and require improved disclosure.
ReadyTech Holdings Limited	RDY	Australia	17/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Marc Washbourne	For	For	A vote FOR this resolution is warranted.
Everest Re Group, Ltd.	RE	Bermuda	10/05/2022	Elect Director	Elect Director John J. Amore	For	For	A vote FOR the director nominees is warranted.
Everest Re Group, Ltd.	RE	Bermuda	10/05/2022	Elect Director	Elect Director Juan C. Andrade	For	For	A vote FOR the director nominees is warranted.
Everest Re Group, Ltd.	RE	Bermuda	10/05/2022	Elect Director	Elect Director William F. Galtney, Jr.	For	For	A vote FOR the director nominees is warranted.
Everest Re Group, Ltd.	RE	Bermuda	10/05/2022	Elect Director	Elect Director John A. Graf	For	For	A vote FOR the director nominees is warranted.
Everest Re Group, Ltd.	RE	Bermuda	10/05/2022	Elect Director	Elect Director Merj Hartzband	For	For	A vote FOR the director nominees is warranted.
Everest Re Group, Ltd.	RE	Bermuda	10/05/2022	Elect Director	Elect Director Gerr Losquardo	For	For	A vote FOR the director nominees is warranted.
Everest Re Group, Ltd.	RE	Bermuda	10/05/2022	Elect Director	Elect Director Roger M. Singer	For	For	A vote FOR the director nominees is warranted.
Everest Re Group, Ltd.	RE	Bermuda	10/05/2022	Elect Director	Elect Director John V. Taranto	For	For	A vote FOR the director nominees is warranted.
Everest Re Group, Ltd.	RE	Bermuda	10/05/2022	Elect Director	Elect Director John A. Weber	For	For	A vote FOR the director nominees is warranted.
Everest Re Group, Ltd.	RE	Bermuda	10/05/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Everest Re Group, Ltd.	RE	Bermuda	10/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The company returned to its usual practice of basing the majority of annual incentive awards on objective financial performance metrics, and half of the CEO's equity awards are conditioned on long-term financial performance goals.
REA Group Ltd	REA	Australia	11/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted because pay and performance and shareholder interests are sufficiently aligned for the period under review. The qualification is to highlight concerns for poor disclosure in the STI and the discretionary nature of an additional grant of \$300,000 worth of rights to the CEO pursuant to the FY23 plan, raising his LTI to \$1,100,000 from previously \$800,000 approved by shareholders at the 2020 AGM.
REA Group Ltd	REA	Australia	11/11/2021	Elect Director	Elect Jennifer Lambert as Director	For	For	A vote FOR the election of new nominee Jennifer Lambert (Item 3a) is warranted as there are no material issues regarding board and committee composition resulting from her election. A vote AGAINST incumbent chairman Hamish McLennan (Item 3b) is warranted given overboarding concerns. It is noted that he is a non-independent directors on a majority non-independent board.
REA Group Ltd	REA	Australia	11/11/2021	Elect Director	Elect Hamish McLennan as Director	Against	Against	A vote FOR the election of new nominee Jennifer Lambert (Item 3a) is warranted as there are no material issues regarding board and committee composition resulting from her election. A vote AGAINST incumbent chairman Hamish McLennan (Item 3b) is warranted given overboarding concerns. It is noted that he is a non-independent directors on a majority non-independent board.
REA Group Ltd	REA	Australia	11/11/2021	Approve Share Plan Grant	Approve Issuance of 2,660 Additional Performance Rights to Owen Wilson under the 2023 REA Group Long-Term Incentive Plan	Against	Against	Item 4aA vote AGAINST the grant of additional performance rights under the LTI Plan 2023 is warranted. Concerns are noted for the following: "The discretionary nature of the additional grant;" Performance period for performance rights is less than three years, which is inconsistent with market cap and industry peers, where companies of this size are increasingly moving to performance periods of 4 years or more; and" The vesting provisions provide for excessive vesting at various levels of performance which is also inconsistent with market cap and industry peers. Item 4bA vote AGAINST the grant of performance rights to the CEO under LTI Plan 2024 is warranted. There is a three year performance period which is at the minimum accepted in this market (although larger companies have periods of 4 years or more) and revenue, EPS and relative TSR performance measures are consistent with market. However, there is Excessive vesting, where for example 200 percent vests at the 75th percentile of relative TSR, compared with market expectations of 100 percent; similarly, with the EPS and revenue performance measures where 200 percent vests at the maximum and 60 percent vests at the threshold which is inconsistent with better practice where 50 percent or less vests at threshold." As per prior years practice, the specific and quantified targets for the EPS and revenue growth metrics are undisclosed due to the company's assertions of commercial sensitivity, making it impossible for shareholders to evaluate the rigor of targets.
REA Group Ltd	REA	Australia	11/11/2021	Approve Share Plan Grant	Approve Issuance of 7,959 Performance Rights to Owen Wilson under the 2024 REA Group Long-Term Incentive Plan	Against	Against	Item 4aA vote AGAINST the grant of additional performance rights under the LTI Plan 2023 is warranted. Concerns are noted for the following: "The discretionary nature of the additional grant;" Performance period for performance rights is less than three years, which is inconsistent with market cap and industry peers, where companies of this size are increasingly moving to performance periods of 4 years or more; and" The vesting provisions provide for excessive vesting at various levels of performance which is also inconsistent with market cap and industry peers. Item 4bA vote AGAINST the grant of performance rights to the CEO under LTI Plan 2024 is warranted. There is a three year performance period which is at the minimum accepted in this market (although larger companies have periods of 4 years or more) and revenue, EPS and relative TSR performance measures are consistent with market. However, there is Excessive vesting, where for example 200 percent vests at the 75th percentile of relative TSR, compared with market expectations of 100 percent; similarly, with the EPS and revenue performance measures where 200 percent vests at the maximum and 60 percent vests at the threshold which is inconsistent with better practice where 50 percent or less vests at threshold." As per prior years practice, the specific and quantified targets for the EPS and revenue growth metrics are undisclosed due to the company's assertions of commercial sensitivity, making it impossible for shareholders to evaluate the rigor of targets.
REA Group Ltd	REA	Australia	11/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve General Amendments to the Company's Constitution	For	For	A qualified vote FOR these proposed bundled amendments to the constitution is warranted. The proposed amendments to the constitutional appear to be otherwise non-contentious. However, the qualification is raised that one of the proposed amendments grants the chairman the authority to remove shareholders from the meeting due to the use of cell phone and/or other devices and any person who the chairperson "has reasonable grounds to believe may behave" in a dangerous, offensive or disruptive way. Some shareholders may consider this to provide broad discretion for the chairman to potentially remove dissident minority shareholder from the general meeting, which would negatively impact the rights of unaffiliated shareholders.
REA Group Ltd	REA	Australia	11/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve Technology Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted. "The proposed new constitution includes wording that could permit general meetings to be held by virtual-only means." While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meeting. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders." It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic; however, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to shareholders from approving this provision at present. Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
REA Group Ltd	REA	Australia	11/11/2021	Approve Pledging of Assets for Debt	Approve Financial Assistance in Relation to the Acquisition	For	For	A vote FOR this resolution is warranted as it is not contentious. The granting of financial assistance is a common practice where a company makes an acquisition (in this case Mortgage Choice Pty Ltd) and security over the acquired assets and undertakings is required to be given to the company's lenders which made loans to fund the acquisition.
REA Group Ltd	REA	Australia	11/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Increase in Non-Executive Directors' Fee Pool	For	For	A vote FOR this resolution is warranted as the headroom in the existing cap, based on FY21 remuneration, will be insufficient to accommodate additional directors as part of board succession planning and refreshment.
Recordati SpA	REC	Italy	29/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	These items warrant a vote FOR because: * These are routine requests in Italy * There are no specific concerns regarding the accounts presented
Recordati SpA	REC	Italy	29/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income	For	For	These items warrant a vote FOR because: * These are routine requests in Italy * There are no specific concerns regarding the accounts presented
Recordati SpA	REC	Italy	29/04/2022	Change Size of Board of Directors	Fix Number of Directors	For	For	A vote FOR this item is warranted because the proposed board size has been disclosed, and no concerns have been noticed.
Recordati SpA	REC	Italy	29/04/2022	Company-Specific Board-Related	Fix Board Terms for Directors	For	For	This item warrants a vote FOR because: * This is routine and non-contentious.
Recordati SpA	REC	Italy	29/04/2022	Elect Supervisory Board Members (Bundled)	State Submitted by Rossini Sarl	For	For	This resolution warrants a vote FOR because details on the candidates have been disclosed, and no concerns have been noticed. With no other slates presented, this slate will appoint all directors.
Recordati SpA	REC	Italy	29/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors	For	For	This item warrants a vote FOR because the proposed non-variable director remuneration has been disclosed, and no concerns have been noticed.
Recordati SpA	REC	Italy	29/04/2022	Allow Directors to Engage in Commercial Transactions with the Company and/or Be Involved with Other Companies	Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	Against	Against	A vote AGAINST is warranted as the company has not provided sufficient and specific information on the board members impacted by this proposal.
Recordati SpA	REC	Italy	29/04/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR this item is warranted because the proposed remuneration policy is overall in line with acceptable market practice.
Recordati SpA	REC	Italy	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Second Section of the Remuneration Report	For	For	Vote FOR as the 2021 compensation practices of the company are well described and do not raise concerns. This is not without highlighting that discretionary bonuses have been paid to some key managers during 2021.
Recordati SpA	REC	Italy	29/04/2022	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For	This item warrants a vote FOR because: "The repurchase limit of up to 10 percent of issued share capital is respected." The holding limit of up to 10 percent of share capital in treasury is respected.
Recordati SpA	REC	Italy	29/04/2022	Deliberations on Possible Legal Action Against Directors/Internal Auditors	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	Against	This item warrants a vote AGAINST due to the lack of disclosure regarding the proposed deliberation.
Regency Centers Corporation	REG	USA	29/04/2022	Elect Director	Elect Director Martin E. Stein, Jr.	For	For	A vote FOR the director nominees is warranted.
Regency Centers Corporation	REG	USA	29/04/2022	Elect Director	Elect Director Bryce Blair	For	For	A vote FOR the director nominees is warranted.
Regency Centers Corporation	REG	USA	29/04/2022	Elect Director	Elect Director C. Ronald Blankenship	For	For	A vote FOR the director nominees is warranted.
Regency Centers Corporation	REG	USA	29/04/2022	Elect Director	Elect Director Deirdre J. Evens	For	For	A vote FOR the director nominees is warranted.
Regency Centers Corporation	REG	USA	29/04/2022	Elect Director	Elect Director Thomas W. Furphy	For	For	A vote FOR the director nominees is warranted.
Regency Centers Corporation	REG	USA	29/04/2022	Elect Director	Elect Director Karin M. Klein	For	For	A vote FOR the director nominees is warranted.
Regency Centers Corporation	REG	USA	29/04/2022	Elect Director	Elect Director Peter D. Linneman	For	For	A vote FOR the director nominees is warranted.
Regency Centers Corporation	REG	USA	29/04/2022	Elect Director	Elect Director David P. O'Connor	For	For	A vote FOR the director nominees is warranted.
Regency Centers Corporation	REG	USA	29/04/2022	Elect Director	Elect Director Lisa Palmer	For	For	A vote FOR the director nominees is warranted.

Regency Centers Corporation	REG	USA	29/04/2022	Elect Director	Elect Director James H. Simmons, III	For	For	A vote FOR the director nominees is warranted.
Regency Centers Corporation	REG	USA	29/04/2022	Elect Director	Elect Director Thomas G. Wattes	For	For	A vote FOR the director nominees is warranted.
Regency Centers Corporation	REG	USA	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily linked to pre-set financial metrics and equity awards are chiefly performance conditioned.
Regency Centers Corporation	REG	USA	29/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Regeneron Pharmaceuticals, Inc.	REGN	USA	10/06/2022	Elect Director	Elect Director Bonnie L. Bassler	For	For	A vote FOR the director nominees is warranted.
Regeneron Pharmaceuticals, Inc.	REGN	USA	10/06/2022	Elect Director	Elect Director Michael S. Brown	For	For	A vote FOR the director nominees is warranted.
Regeneron Pharmaceuticals, Inc.	REGN	USA	10/06/2022	Elect Director	Elect Director Leonard S. Schliefer	For	For	A vote FOR the director nominees is warranted.
Regeneron Pharmaceuticals, Inc.	REGN	USA	10/06/2022	Elect Director	Elect Director George D. Yancopoulos	For	For	A vote FOR the director nominees is warranted.
Regeneron Pharmaceuticals, Inc.	REGN	USA	10/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Regeneron Pharmaceuticals, Inc.	REGN	USA	10/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. While CEO pay and company performance were reasonably aligned during the year in review, payout determinations for annual incentive awards remain relatively subjective and lack pre-set goals, and equity awards remain entirely time-based. Therefore, shareholders should continue to closely monitor the company's compensation practices.
Reece Limited	REH	Australia	28/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted. There is no misalignment of pay and performance and shareholder outcomes. STI outcomes would not be regarded as excessive or problematic in light of strong financial performance during the year and there were no LTI awards that vested during the year. However, the following concerns are identified: " The specific and quantified STI targets are not disclosed; and* There currently is no hurdle linked to outperformance relative to peers for the LTI.
Reece Limited	REH	Australia	28/10/2021	Elect Director	Elect Andrew Wilson as Director	For	For	A qualified vote FOR the re-election of Andrew Wilson is warranted as he is one of the four directors on the board that represents the interests of the Wilson Family, a major shareholder of the company. The Wilson Family's level of board representation is 66 percent (i.e. four out of six board seats) while not proportionate, is not unreasonable compared with the Wilson Family's shareholding of 55 percent of the company's share capital. Qualification is on the basis that Andrew Wilson serves as a non-independent director on a board that is not majority independent (only 33-percent independent).
Reece Limited	REH	Australia	28/10/2021	Approve Omnibus Stock Plan	Approve 2021 Long Term Incentive Plan	For	For	A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic and establish a broad framework for grants to be made in the future. Shareholders have transparency over the practice operation of grants made under the plan as evidenced in the CEO's LTI grant being put to shareholder approval at this year's AGM.
Reece Limited RELX Plc	REH	Australia	28/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Peter Wilson	For	For	A vote FOR this item is warranted because the terms of the proposed LTI grant to Peter Wilson are not problematic.
	REL	United Kingdom	21/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
RELX Plc	REL	United Kingdom	21/04/2022	Elect Director	Re-elect Charlotte Hogg as Director	For	For	Votes FOR these Directors are warranted as no significant concerns have been identified.
RELX Plc	REL	United Kingdom	21/04/2022	Elect Director	Re-elect Markie van Lier Lels as Director	For	For	Votes FOR these Directors are warranted as no significant concerns have been identified.
RELX Plc	REL	United Kingdom	21/04/2022	Elect Director	Re-elect Nick Luff as Director	For	For	Votes FOR these Directors are warranted as no significant concerns have been identified.
RELX Plc	REL	United Kingdom	21/04/2022	Elect Director	Re-elect Robert MacLeod as Director	For	For	Votes FOR these Directors are warranted as no significant concerns have been identified.
RELX Plc	REL	United Kingdom	21/04/2022	Elect Director	Re-elect Andrew Sukawaty as Director	For	For	Votes FOR these Directors are warranted as no significant concerns have been identified.
RELX Plc	REL	United Kingdom	21/04/2022	Elect Director	Re-elect Suzanne Wood as Director	For	For	Votes FOR these Directors are warranted as no significant concerns have been identified.
RELX Plc	REL	United Kingdom	21/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
RELX Plc	REL	United Kingdom	21/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
RELX Plc	REL	United Kingdom	21/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
RELX Plc	REL	United Kingdom	21/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
RELX Plc	REL	United Kingdom	21/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution, the approval of the remuneration report, is warranted, as no significant concerns have been identified.
RELX Plc	REL	United Kingdom	21/04/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
RELX Plc	REL	United Kingdom	21/04/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution, the approval of the remuneration report, is warranted, as no significant concerns have been identified.
RELX Plc	REL	United Kingdom	21/04/2022	Ratify Auditors	Reappoint Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
RELX Plc	REL	United Kingdom	21/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
RELX Plc	REL	United Kingdom	21/04/2022	Elect Director	Re-elect Paul Walker as Director	For	For	Votes FOR these Directors are warranted as no significant concerns have been identified.
RELX Plc	REL	United Kingdom	21/04/2022	Elect Director	Re-elect June Felix as Director	For	For	Votes FOR these Directors are warranted as no significant concerns have been identified.
RELX Plc	REL	United Kingdom	21/04/2022	Elect Director	Re-elect Erik Engstrom as Director	For	For	Votes FOR these Directors are warranted as no significant concerns have been identified.
RELX Plc	REL	United Kingdom	21/04/2022	Elect Director	Re-elect Wolfhart Hauser as Director	For	For	Votes FOR these Directors are warranted as no significant concerns have been identified.
Repso SA	REP	Spain	5/05/2022	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated and Standalone Financial Statements	For	For	A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Repso SA	REP	Spain	5/05/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	A vote FOR the share repurchase mandate is warranted as the volume and duration provisions are within recommended limits and there are no concerns over the company's use of past mandates.
Repso SA	REP	Spain	5/05/2022	Elect Director	Reelect Maria del Carmen Ganyet i Cirera as Director	For	For	A vote FOR Items 11, 12, and 14 is warranted due to a lack of concerns about the independent director nominees. A vote FOR the election of NI-NED Emiliano Lopez Achurra under Item 13 is warranted because the board meets the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies.
Repso SA	REP	Spain	5/05/2022	Elect Director	Reelect Ignacio Martin San Vicente as Director	For	For	A vote FOR Items 11, 12, and 14 is warranted due to a lack of concerns about the independent director nominees. A vote FOR the election of NI-NED Emiliano Lopez Achurra under Item 13 is warranted because the board meets the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies.
Repso SA	REP	Spain	5/05/2022	Elect Director	Ratify Appointment of and Elect Emiliano Lopez Achurra as Director	For	For	A vote FOR Items 11, 12, and 14 is warranted due to a lack of concerns about the independent director nominees. A vote FOR the election of NI-NED Emiliano Lopez Achurra under Item 13 is warranted because the board meets the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies.
Repso SA	REP	Spain	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote on Remuneration Report	For	For	A vote FOR this item is warranted due to a lack of material concerns about the company's pay practices in FY2021.
Repso SA	REP	Spain	5/05/2022	Approve Restricted Stock Plan	Approve Long-Term Incentive Plan	For	For	A vote FOR this item is warranted due to a lack of material concerns about the terms of the proposed LTIP. Nonetheless, the board has the discretion to set the terms and conditions of the treatment of awards under contract termination.
Repso SA	REP	Spain	5/05/2022	Management Climate-Related Proposal	Advisory Vote on Company's Climate Strategy	Against	Against	A vote AGAINST this item is warranted. While Repsol has set a 2050 net zero ambition, the company has not disclosed long-term targets to meet that goal. This is particularly salient as the company has been identified as one of the world's largest emitters by Climate Action 100+. Furthermore, the company has not formulated targets approved by the Science Based Targets Initiative.
Repso SA	REP	Spain	5/05/2022	Authorize Board to Ratify and Execute Approved Resolutions	Authorize Board to Ratify and Execute Approved Resolutions	For	For	A vote FOR this standard resolution is warranted as it provides the board with the means to carry out the agreements validly adopted by the general meeting.
Repso SA	REP	Spain	5/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends	For	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Repso SA	REP	Spain	5/05/2022	Accept/Approve Corporate Social Responsibility Report	Approve Non-Financial Information Statement	For	For	A vote FOR this item is warranted due to a lack of specific concern about the non-financial information reported by the company.
Repso SA	REP	Spain	5/05/2022	Approve Discharge of Board and President	Approve Discharge of Board	For	For	A vote FOR this resolution is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties. This proposal is nonetheless highlighted, due to the resumption of investigations in February 2022 into the non-executive chairman in the Cenyt alleged spying case.
Repso SA	REP	Spain	5/05/2022	Ratify Auditors	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Repso SA	REP	Spain	5/05/2022	Approve Special/Interim Dividends	Approve Dividends Charged Against Reserves	For	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Repso SA	REP	Spain	5/05/2022	Approve Reduction in Share Capital	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	For	A vote FOR this item is warranted, as the proposal is in shareholder interest.
Repso SA	REP	Spain	5/05/2022	Approve Reduction in Share Capital	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	For	A vote FOR this item is warranted as it facilitates the return of capital to shareholders and may improve the efficiency of the balance sheet, which may also enhance returns over the long term.
Repso SA	REP	Spain	5/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	For	For	A vote FOR this item is warranted, as the proposed issuance request complies with the 10 percent guideline for non-rights placements.
Regions Financial Corporation	RF	USA	20/04/2022	Elect Director	Elect Director Samuel A. Di Piazza, Jr.	For	For	A vote FOR the director nominees is warranted.
Regions Financial Corporation	RF	USA	20/04/2022	Elect Director	Elect Director Zhanna Golodryga	For	For	A vote FOR the director nominees is warranted.
Regions Financial Corporation	RF	USA	20/04/2022	Elect Director	Elect Director John D. Johns	For	For	A vote FOR the director nominees is warranted.
Regions Financial Corporation	RF	USA	20/04/2022	Elect Director	Elect Director Joia M. Johnson	For	For	A vote FOR the director nominees is warranted.
Regions Financial Corporation	RF	USA	20/04/2022	Elect Director	Elect Director Ruth Ann Marshall	For	For	A vote FOR the director nominees is warranted.
Regions Financial Corporation	RF	USA	20/04/2022	Elect Director	Elect Director Charles D. McCrary	For	For	A vote FOR the director nominees is warranted.
Regions Financial Corporation	RF	USA	20/04/2022	Elect Director	Elect Director James T. Prokopanko	For	For	A vote FOR the director nominees is warranted.
Regions Financial Corporation	RF	USA	20/04/2022	Elect Director	Elect Director Lee J. Stylsinger, III	For	For	A vote FOR the director nominees is warranted.
Regions Financial Corporation	RF	USA	20/04/2022	Elect Director	Elect Director Jose S. Suquet	For	For	A vote FOR the director nominees is warranted.
Regions Financial Corporation	RF	USA	20/04/2022	Elect Director	Elect Director John M. Turner, Jr.	For	For	A vote FOR the director nominees is warranted.
Regions Financial Corporation	RF	USA	20/04/2022	Elect Director	Elect Director Timothy Vines	For	For	A vote FOR the director nominees is warranted.

Regions Financial Corporation	RF	USA	20/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Regions Financial Corporation	RF	USA	20/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. The change in the actuarial present value of pension benefits continues to make up a large portion of the CEO's reported pay. There are some goal rigor and disclosure concerns identified in the LTI program, as the relative metric targets merely the median and forward-looking goals for the absolute metric are not disclosed. However, goal rigor concerns have not translated to questionable payouts for the most recently completed performance cycle and performance targets for the absolute metric are disclosed retroactively. Moreover, the majority of LTI awards are earned based on multi-year performance, while the annual program is predominantly based on pre-set, financial performance goals. Lastly, pay and performance are reasonably aligned for the year in review.
Ramsay Health Care Limited	RHC	Australia	24/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted.* There were no fixed remuneration increases and the only variable remuneration came in the form of STI bonuses, which are somewhat aligned with improved NPAT and EBIT.* LTI performance measures were not met, such that LTI vesting in FY21 was again nil for the re-tested FY17 and FY18 LTI grants, and the FY19 LTI grant was also tested with nil vesting. The qualification is to highlight persisting concerns.* Inferior disclosure in the STI with an absence of disclosure of specific and quantified STI threshold, target and maximum levels of performance, which is expected market practice to allow shareholders to independently assess the rigor of targets and alignment of bonuses with performance and shareholder expectations.* There is a high weighting in the STI plan to non-financial performance measures, many of which appear to offer bonuses for "day job" duties.
Ramsay Health Care Limited	RHC	Australia	24/11/2021	Elect Director	Elect David Ingle Thodey as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.
Ramsay Health Care Limited	RHC	Australia	24/11/2021	Elect Director	Elect Claudia Ricarda Rita Sussmuth Dyckerhoff as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.
Ramsay Health Care Limited	RHC	Australia	24/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Craig Ralph McNally	For	For	A vote FOR the grant of performance rights to the CEO is warranted.* The award structure has a three-year performance period, which is below many larger ASX-listed peers, however, at the minimum accepted in the Australian market.* There are two performance measures weighted equally to relative TSR and EPS growth.* The number of rights granted is determined using face value rather than a discounted fair value.* The EPS component has a gateway ROIC measure, and the EPS growth targets in the range of 3 percent to 9 percent are aligned with sufficiently improved shareholder interest, and* Re-testing provisions do not apply.Shareholder concerns include the high quantum of the award relative to similar size companies and industry peers.
Robert Half International Inc.	RHI	USA	18/05/2022	Elect Director	Elect Director Julia L. Coronado	For	For	A vote FOR the director nominees is warranted.
Robert Half International Inc.	RHI	USA	18/05/2022	Elect Director	Elect Director Dirk A. Kempthorne	For	For	A vote FOR the director nominees is warranted.
Robert Half International Inc.	RHI	USA	18/05/2022	Elect Director	Elect Director Harold M. Messmer, Jr.	For	For	A vote FOR the director nominees is warranted.
Robert Half International Inc.	RHI	USA	18/05/2022	Elect Director	Elect Director Marc H. Morial	For	For	A vote FOR the director nominees is warranted.
Robert Half International Inc.	RHI	USA	18/05/2022	Elect Director	Elect Director Robert J. Pace	For	For	A vote FOR the director nominees is warranted.
Robert Half International Inc.	RHI	USA	18/05/2022	Elect Director	Elect Director Frederick A. Richman	For	For	A vote FOR the director nominees is warranted.
Robert Half International Inc.	RHI	USA	18/05/2022	Elect Director	Elect Director M. Keith Waddell	For	For	A vote FOR the director nominees is warranted.
Robert Half International Inc.	RHI	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Annual incentive awards are based entirely on pre-set financial goals, and long-term incentives are entirely performance-based.
Robert Half International Inc.	RHI	USA	18/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Rhipe Limited	RHP	Australia	11/10/2021	Approve Scheme of Arrangement	Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by Crayon Software Experts Australia Pty Ltd	For	For	A vote FOR this resolution is warranted.
Rio Tinto Plc	RIO	United Kingdom	8/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Rio Tinto Plc	RIO	United Kingdom	8/04/2022	Elect Director	Re-elect Simon McKeon as Director	Against	Against	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.
Rio Tinto Plc	RIO	United Kingdom	8/04/2022	Elect Director	Re-elect Jennifer Nason as Director	Against	Against	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.
Rio Tinto Plc	RIO	United Kingdom	8/04/2022	Elect Director	Re-elect Jakob Stausholm as Director	For	For	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.
Rio Tinto Plc	RIO	United Kingdom	8/04/2022	Elect Director	Re-elect Ngaire Woods as Director	Against	Against	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.
Rio Tinto Plc	RIO	United Kingdom	8/04/2022	Ratify Auditors	Reappoint KPMG LLP as Auditors	For	For	A vote FOR this resolution is considered warranted, as no significant concerns are identified.
Rio Tinto Plc	RIO	United Kingdom	8/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Rio Tinto Plc	RIO	United Kingdom	8/04/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Rio Tinto Plc	RIO	United Kingdom	8/04/2022	Management Climate-Related Proposal	Approve Climate Action Plan	Against	Against	A vote AGAINST this item is warranted given the apparent gaps in the company's climate reporting and lack of science-based target setting. While Rio Tinto has provided admirable disclosure on its scope 1 and 2 targets, there is an absence of quantifiable Scope 3 targets at this time.
Rio Tinto Plc	RIO	United Kingdom	8/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Rio Tinto Plc	RIO	United Kingdom	8/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Rio Tinto Plc	RIO	United Kingdom	8/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report for UK Law Purposes	For	For	A vote FOR this item is considered warranted. The Company has reviewed feedback on the retention of in-flight LTIP awards by the former CEO and consequent high levels of dissent on the 2021 remuneration report. In response, it has devised a framework which guides the Remuneration Committee in the proper exercise of downward discretion and seeks to mitigate against the recurrence of the scenario that occurred when the former CEO departed. Operation of the revised methodology will be kept under review.
Rio Tinto Plc	RIO	United Kingdom	8/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Rio Tinto Plc	RIO	United Kingdom	8/04/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Rio Tinto Plc	RIO	United Kingdom	8/04/2022	Approve the Spill Resolution	Approve the Spill Resolution	Against	Against	A vote AGAINST this proposal is warranted. A board spill is not considered to be in the best interests of the Company or shareholders at this present time given that a number of changes have taken place in board composition and leadership since the Juukan Gorge destruction in May 2020. Disclosure also indicates that the Board engaged with shareholders regarding prior year shareholder concerns and detailed the following changes to its remuneration framework in response: * Establishing a Consequence Management Framework which comprises a series of questions to be considered by the Remuneration Committee in the context of exercising its discretion on future malus and clawback and adjustments to variable pay outcomes; and * Amending the rules of the EIP for future awards to presume that EIP awards lapse unless the remuneration committee determines that eligible leaver status should apply, which the Company explains will strengthen the Remuneration Committee's hand in the instances where it is appropriate, proportionate and fair to lapse all or part of unvested awards. Previously, the EIP rules made the presumption that eligible leaver treatment applied to all leavers except those leaving by resignation, dismissal for cause or any other reason as the Remuneration Committee decided).
Rio Tinto Plc	RIO	United Kingdom	8/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report for Australian Law Purposes	For	For	A vote FOR this item is considered warranted, as no significant concerns have been identified and the Company has addressed shareholder concerns which led to the "first strike" against the remuneration report at the 2021 AGM.
Rio Tinto Plc	RIO	United Kingdom	8/04/2022	Elect Director	Elect Dominic Barton as Director	For	For	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.
Rio Tinto Plc	RIO	United Kingdom	8/04/2022	Elect Director	Elect Peter Cunningham as Director	For	For	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.
Rio Tinto Plc	RIO	United Kingdom	8/04/2022	Elect Director	Elect Ben Wyatt as Director	For	For	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.
Rio Tinto Plc	RIO	United Kingdom	8/04/2022	Elect Director	Re-elect Megan Clark as Director	Against	Against	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.
Rio Tinto Plc	RIO	United Kingdom	8/04/2022	Elect Director	Re-elect Simon Henry as Director	Against	Against	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.
Rio Tinto Plc	RIO	United Kingdom	8/04/2022	Elect Director	Re-elect Sam Laidlaw as Director	Against	Against	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.
Rio Tinto Limited	RIO	Australia	5/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Rio Tinto Limited	RIO	Australia	5/05/2022	Elect Director	Elect Simon McKeon as Director	Against	Against	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. Further concerns are noted in the re-election of Simon McKeon, as material failures in governance, stewardship, risk oversight and fiduciary responsibility were identified by the Royal Commission into Misconduct in the Banking, Superannuation and Financial Services Industry and through various regulatory and class actions at AMP Ltd. Simon McKeon served as a NED for one year and as Chairman for two years at AMP Limited, the Australian financial services company. A vote FOR the remaining directors is warranted.
Rio Tinto Limited	RIO	Australia	5/05/2022	Elect Director	Elect Jennifer Nason as Director	Against	Against	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. Further concerns are noted in the re-election of Simon McKeon, as material failures in governance, stewardship, risk oversight and fiduciary responsibility were identified by the Royal Commission into Misconduct in the Banking, Superannuation and Financial Services Industry and through various regulatory and class actions at AMP Ltd. Simon McKeon served as a NED for one year and as Chairman for two years at AMP Limited, the Australian financial services company. A vote FOR the remaining directors is warranted.

Rio Tinto Limited	RIO	Australia	5/05/2022	Elect Director	Elect Jakob Stausholm as Director	For	For	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. Further concerns are noted in the re-election of Simon McKeon, as material failures in governance, stewardship, risk oversight and fiduciary responsibility were identified by the Royal Commission into Misconduct in the Banking, Superannuation and Financial Services Industry and through various regulatory and class actions at AMP Ltd. Simon McKeon served as a NED for one year and as Chairman for two years at AMP Limited, the Australian financial services company. A vote FOR the remaining directors is warranted.
Rio Tinto Limited	RIO	Australia	5/05/2022	Elect Director	Elect Ngaire Woods as Director	Against	Against	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. Further concerns are noted in the re-election of Simon McKeon, as material failures in governance, stewardship, risk oversight and fiduciary responsibility were identified by the Royal Commission into Misconduct in the Banking, Superannuation and Financial Services Industry and through various regulatory and class actions at AMP Ltd. Simon McKeon served as a NED for one year and as Chairman for two years at AMP Limited, the Australian financial services company. A vote FOR the remaining directors is warranted.
Rio Tinto Limited	RIO	Australia	5/05/2022	Ratify Auditors	Appoint KPMG LLP as Auditors	For	For	A vote FOR this resolution is considered warranted, as no significant concerns are identified.
Rio Tinto Limited	RIO	Australia	5/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorize the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Rio Tinto Limited	RIO	Australia	5/05/2022	Approve Political Donations	Approve Authority to Make Political Donations	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Rio Tinto Limited	RIO	Australia	5/05/2022	Management Climate-Related Proposal	Approve Climate Action Plan	Against	Against	A vote AGAINST this item is warranted given the apparent gaps in the company's climate reporting and lack of science-based target setting. While Rio Tinto has provided admirable disclosure on its scope 1 and 2 targets, there is an absence of quantifiable Scope 3 targets at this time.
Rio Tinto Limited	RIO	Australia	5/05/2022	Authorize Share Repurchase Program	Approve the Renewal of Off-Market and On-Market Share Buy-back Authorities	For	For	A vote FOR this resolution is warranted because it is not considered to be contentious, being the same resolution put to shareholders for several consecutive years, and the proposed amount and duration are within recommended limits.
Rio Tinto Limited	RIO	Australia	5/05/2022	Approve the Spill Resolution	Approve the Spill Resolution	Against	Against	A vote AGAINST this proposal is warranted. A board spill is not considered to be in the best interests of the Company or shareholders at this present time given that a number of changes have taken place in board composition and leadership since the Juukan Gorge destruction in May 2020. Disclosure also indicates that the Board engaged with shareholders regarding prior year shareholder concerns and detailed the following changes to its remuneration framework in response: " Establishing a Consequence Management Framework which comprises a series of questions to be considered by the Remuneration Committee in the context of exercising its discretion on future malus and clawback and adjustments to variable pay outcomes; and " Amending the rules of the EIP for future awards to presume that EIP awards lapse unless the remuneration committee determines that eligible leaver status should apply, which the Company explains will strengthen the Remuneration Committee's hand in the instances where it is appropriate, proportionate and fair to lapse all or part of unvested awards. Previously, the EIP rules made the presumption that eligible leaver treatment applied to all leavers except those leaving by resignation, dismissal for cause or any other reason as the Remuneration Committee decided).
Rio Tinto Limited	RIO	Australia	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report for UK Law Purposes	For	For	A vote FOR this item is considered warranted. The Company has reviewed feedback on the retention of in-flight LTIP awards by the former CEO and consequent high levels of dissent on the 2021 remuneration report. In response, it has devised a framework which guides the Remuneration Committee in the proper exercise of downward discretion and seeks to mitigate against the recurrence of the scenario that occurred when the former CEO departed. Operation of the revised methodology will be kept under review.
Rio Tinto Limited	RIO	Australia	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report for Australian Law Purposes	For	For	A vote FOR this item is considered warranted, as no significant concerns have been identified and the Company has addressed shareholder concerns which led to the "first strike" against the remuneration report at the 2021 AGM.
Rio Tinto Limited	RIO	Australia	5/05/2022	Elect Director	Elect Dominic Barton as Director	For	For	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. Further concerns are noted in the re-election of Simon McKeon, as material failures in governance, stewardship, risk oversight and fiduciary responsibility were identified by the Royal Commission into Misconduct in the Banking, Superannuation and Financial Services Industry and through various regulatory and class actions at AMP Ltd. Simon McKeon served as a NED for one year and as Chairman for two years at AMP Limited, the Australian financial services company. A vote FOR the remaining directors is warranted.
Rio Tinto Limited	RIO	Australia	5/05/2022	Elect Director	Elect Peter Cunningham as Director	For	For	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. Further concerns are noted in the re-election of Simon McKeon, as material failures in governance, stewardship, risk oversight and fiduciary responsibility were identified by the Royal Commission into Misconduct in the Banking, Superannuation and Financial Services Industry and through various regulatory and class actions at AMP Ltd. Simon McKeon served as a NED for one year and as Chairman for two years at AMP Limited, the Australian financial services company. A vote FOR the remaining directors is warranted.
Rio Tinto Limited	RIO	Australia	5/05/2022	Elect Director	Elect Ben Wyatt as Director	For	For	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. Further concerns are noted in the re-election of Simon McKeon, as material failures in governance, stewardship, risk oversight and fiduciary responsibility were identified by the Royal Commission into Misconduct in the Banking, Superannuation and Financial Services Industry and through various regulatory and class actions at AMP Ltd. Simon McKeon served as a NED for one year and as Chairman for two years at AMP Limited, the Australian financial services company. A vote FOR the remaining directors is warranted.
Rio Tinto Limited	RIO	Australia	5/05/2022	Elect Director	Elect Megan Clark as Director	Against	Against	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. Further concerns are noted in the re-election of Simon McKeon, as material failures in governance, stewardship, risk oversight and fiduciary responsibility were identified by the Royal Commission into Misconduct in the Banking, Superannuation and Financial Services Industry and through various regulatory and class actions at AMP Ltd. Simon McKeon served as a NED for one year and as Chairman for two years at AMP Limited, the Australian financial services company. A vote FOR the remaining directors is warranted.
Rio Tinto Limited	RIO	Australia	5/05/2022	Elect Director	Elect Simon Henry as Director	Against	Against	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. Further concerns are noted in the re-election of Simon McKeon, as material failures in governance, stewardship, risk oversight and fiduciary responsibility were identified by the Royal Commission into Misconduct in the Banking, Superannuation and Financial Services Industry and through various regulatory and class actions at AMP Ltd. Simon McKeon served as a NED for one year and as Chairman for two years at AMP Limited, the Australian financial services company. A vote FOR the remaining directors is warranted.
Rio Tinto Limited	RIO	Australia	5/05/2022	Elect Director	Elect Sam Laidlaw as Director	Against	Against	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. Further concerns are noted in the re-election of Simon McKeon, as material failures in governance, stewardship, risk oversight and fiduciary responsibility were identified by the Royal Commission into Misconduct in the Banking, Superannuation and Financial Services Industry and through various regulatory and class actions at AMP Ltd. Simon McKeon served as a NED for one year and as Chairman for two years at AMP Limited, the Australian financial services company. A vote FOR the remaining directors is warranted.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Elect Director	Elect Director Marlene Debel	For	For	A vote FOR the director nominees is warranted.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Elect Director	Elect Director Robert M. Dutkowsky	For	For	A vote FOR the director nominees is warranted.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Elect Director	Elect Director Jeffrey N. Edwards	For	For	A vote FOR the director nominees is warranted.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Elect Director	Elect Director Benjamin C. Esty	For	For	A vote FOR the director nominees is warranted.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Elect Director	Elect Director Anne Gates	For	For	A vote FOR the director nominees is warranted.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Elect Director	Elect Director Thomas A. James	For	For	A vote FOR the director nominees is warranted.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Elect Director	Elect Director Gordon L. Johnson	For	For	A vote FOR the director nominees is warranted.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Elect Director	Elect Director Roderick C. McGeary	For	For	A vote FOR the director nominees is warranted.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Elect Director	Elect Director Paul C. Reilly	For	For	A vote FOR the director nominees is warranted.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Elect Director	Elect Director Raj Seshadri	For	For	A vote FOR the director nominees is warranted.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Elect Director	Elect Director Susan N. Story	For	For	A vote FOR the director nominees is warranted.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	This proposal warrants a vote FOR. While shareholders may prefer to see a compensation program more concretely tied to specific performance achievement, pay and performance appear to be reasonably aligned at this time.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Increase Authorized Common Stock	Increase Authorized Common Stock	For	For	A vote FOR this proposal is warranted given that the request is below the allowable increase and there are no substantial concerns about the company's past use of shares.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Company Specific - Equity Related	Revise Certain Provisions Governing Capital Stock	For	For	A vote FOR this proposal is warranted as the proposed amendments are housekeeping in nature and would not result in a diminishment of shareholder rights.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles of Incorporation	For	For	A vote FOR this proposal is warranted as the proposed amendments are housekeeping in nature and would not result in a diminishment of shareholder rights.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Reckitt Benckiser Group Plc	RKT	United Kingdom	20/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Reckitt Benckiser Group Plc	RKT	United Kingdom	20/05/2022	Elect Director	Re-elect Mary Harris as Director	For	For	A vote FOR these directors is considered warranted as no material concerns have been identified.
Reckitt Benckiser Group Plc	RKT	United Kingdom	20/05/2022	Elect Director	Re-elect Mehmood Khan as Director	For	For	A vote FOR these directors is considered warranted as no material concerns have been identified.
Reckitt Benckiser Group Plc	RKT	United Kingdom	20/05/2022	Elect Director	Re-elect Pam Kirby as Director	For	For	A vote FOR these directors is considered warranted as no material concerns have been identified.
Reckitt Benckiser Group Plc	RKT	United Kingdom	20/05/2022	Elect Director	Re-elect Laxman Narasimhan as Director	For	For	A vote FOR these directors is considered warranted as no material concerns have been identified.
Reckitt Benckiser Group Plc	RKT	United Kingdom	20/05/2022	Elect Director	Re-elect Chris Sinclair as Director	For	For	A vote FOR these directors is considered warranted as no material concerns have been identified.
Reckitt Benckiser Group Plc	RKT	United Kingdom	20/05/2022	Elect Director	Re-elect Elaine Stock as Director	For	For	A vote FOR these directors is considered warranted as no material concerns have been identified.
Reckitt Benckiser Group Plc	RKT	United Kingdom	20/05/2022	Elect Director	Elect Alan Stewart as Director	For	For	A vote FOR these directors is considered warranted as no material concerns have been identified.
Reckitt Benckiser Group Plc	RKT	United Kingdom	20/05/2022	Ratify Auditors	Reappoint KPMG LLP as Auditors	For	For	A vote FOR this resolution is considered warranted, as no material concerns have been identified.

Reckitt Benckiser Group Plc	RKT	United Kingdom	20/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Reckitt Benckiser Group Plc	RKT	United Kingdom	20/05/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Reckitt Benckiser Group Plc	RKT	United Kingdom	20/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted, although this is not without concerns for shareholders: * Quantum of the overall pay package remains substantial. The main reason for support: * The implementation of the policy for the period under review does not raise any major concerns. * Overall executive pay appears broadly aligned with Group performance during the year.
Reckitt Benckiser Group Plc	RKT	United Kingdom	20/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Reckitt Benckiser Group Plc	RKT	United Kingdom	20/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Reckitt Benckiser Group Plc	RKT	United Kingdom	20/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Reckitt Benckiser Group Plc	RKT	United Kingdom	20/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Reckitt Benckiser Group Plc	RKT	United Kingdom	20/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Reckitt Benckiser Group Plc	RKT	United Kingdom	20/05/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR this item is considered warranted as no material concerns have been identified.
Reckitt Benckiser Group Plc	RKT	United Kingdom	20/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Reckitt Benckiser Group Plc	RKT	United Kingdom	20/05/2022	Elect Director	Re-elect Andrew Bonfield as Director	For	For	A vote FOR these directors is considered warranted as no material concerns have been identified.
Reckitt Benckiser Group Plc	RKT	United Kingdom	20/05/2022	Elect Director	Re-elect Olivier Bohuon as Director	For	For	A vote FOR these directors is considered warranted as no material concerns have been identified.
Reckitt Benckiser Group Plc	RKT	United Kingdom	20/05/2022	Elect Director	Re-elect Jeff Carr as Director	For	For	A vote FOR these directors is considered warranted as no material concerns have been identified.
Reckitt Benckiser Group Plc	RKT	United Kingdom	20/05/2022	Elect Director	Re-elect Margherita Della Valle as Director	For	For	A vote FOR these directors is considered warranted as no material concerns have been identified.
Reckitt Benckiser Group Plc	RKT	United Kingdom	20/05/2022	Elect Director	Re-elect Nicandro Durante as Director	For	For	A vote FOR these directors is considered warranted as no material concerns have been identified.
ResMed Inc.	RMD	USA	18/11/2021	Elect Director	Elect Director Karen Drexler	For	For	A vote FOR the director nominees is warranted.
ResMed Inc.	RMD	USA	18/11/2021	Elect Director	Elect Director Michael 'Mick' Farrell	For	For	A vote FOR the director nominees is warranted.
ResMed Inc.	RMD	USA	18/11/2021	Elect Director	Elect Director Peter Farrell	For	For	A vote FOR the director nominees is warranted.
ResMed Inc.	RMD	USA	18/11/2021	Elect Director	Elect Director Harjit Gill	For	For	A vote FOR the director nominees is warranted.
ResMed Inc.	RMD	USA	18/11/2021	Elect Director	Elect Director Ronald 'Ron' Taylor	For	For	A vote FOR the director nominees is warranted.
ResMed Inc.	RMD	USA	18/11/2021	Elect Director	Elect Director John Hernandez	For	For	A vote FOR the director nominees is warranted.
ResMed Inc.	RMD	USA	18/11/2021	Elect Director	Elect Director Desney Tan	For	For	A vote FOR the director nominees is warranted.
ResMed Inc.	RMD	USA	18/11/2021	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
ResMed Inc.	RMD	USA	18/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. Annual incentives were entirely based on objective financial measures and granted equity was entirely performance based.
Royal Mail Plc	RMG	United Kingdom	21/07/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Royal Mail Plc	RMG	United Kingdom	21/07/2021	Elect Director	Re-elect Maria da Cunha as Director	For	For	A vote FOR these candidates are warranted as no significant concerns have been identified.
Royal Mail Plc	RMG	United Kingdom	21/07/2021	Elect Director	Re-elect Michael Findlay as Director	For	For	A vote FOR these candidates are warranted as no significant concerns have been identified.
Royal Mail Plc	RMG	United Kingdom	21/07/2021	Elect Director	Re-elect Lynne Peacock as Director	For	For	A vote FOR these candidates are warranted as no significant concerns have been identified.
Royal Mail Plc	RMG	United Kingdom	21/07/2021	Ratify Auditors	Reappoint KPMG LLP as Auditors	For	For	A vote FOR this resolution is considered warranted at this time.
Royal Mail Plc	RMG	United Kingdom	21/07/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Royal Mail Plc	RMG	United Kingdom	21/07/2021	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Royal Mail Plc	RMG	United Kingdom	21/07/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Royal Mail Plc	RMG	United Kingdom	21/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Royal Mail Plc	RMG	United Kingdom	21/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Royal Mail Plc	RMG	United Kingdom	21/07/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Royal Mail Plc	RMG	United Kingdom	21/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted, in the absence of any overriding concerns.
Royal Mail Plc	RMG	United Kingdom	21/07/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Royal Mail Plc	RMG	United Kingdom	21/07/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Royal Mail Plc	RMG	United Kingdom	21/07/2021	Elect Director	Re-elect Keith Williams as Director	For	For	A vote FOR these candidates are warranted as no significant concerns have been identified.
Royal Mail Plc	RMG	United Kingdom	21/07/2021	Elect Director	Re-elect Simon Thompson as Director	For	For	A vote FOR these candidates are warranted as no significant concerns have been identified.
Royal Mail Plc	RMG	United Kingdom	21/07/2021	Elect Director	Elect Martin Seidenberg as Director	For	For	A vote FOR these candidates are warranted as no significant concerns have been identified.
Royal Mail Plc	RMG	United Kingdom	21/07/2021	Elect Director	Elect Mick Jeavons as Director	For	For	A vote FOR these candidates are warranted as no significant concerns have been identified.
Royal Mail Plc	RMG	United Kingdom	21/07/2021	Elect Director	Re-elect Baroness Sarah Hogg as Director	For	For	A vote FOR these candidates are warranted as no significant concerns have been identified.
Royal Mail Plc	RMG	United Kingdom	21/07/2021	Elect Director	Re-elect Rita Griffin as Director	For	For	A vote FOR these candidates are warranted as no significant concerns have been identified.
Ramelius Resources Limited	RMS	Australia	25/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted as pay and performance are reasonably aligned at this time. In addition, the company's overall compensation program is not problematic and the CEO's FY21 total pay is comparable with peers.However, the following concerns are highlighted: * STI disclosure is incomplete given that targets are not provided to shareholders to independently assess performance against targets and investor requirements; and* For LTI, there is no positive TSR gateway for the relative TSR hurdle.
Ramelius Resources Limited	RMS	Australia	25/11/2021	Elect Director	Elect Robert Scott Vassie as Director	For	For	A qualified vote FOR the election of independent non-executive director Robert Scott Vassie (Item 2) is warranted as he is the board chair and gender diversity at the board level does not meet shareholder expectations with only 20-percent female representation on the board.A qualified vote FOR the re-election of independent non-executive director Michael Andrew Bohm (Item 3) is warranted because he is considered to be overboarded under Sustainability Advisory Services International Policy as he holds more than the equivalent of five non-executive director positions (where the chair position is equivalent to two normal non-executive director roles). However, it may be argued that Mr Bohm's role as a non-executive director/chair of non-operating resource/exploration companies would not necessarily warrant the same time commitment as a director of an operating publicly listed company. In addition, the board is majority independent and the key board committees are entirely independent.
Ramelius Resources Limited	RMS	Australia	25/11/2021	Elect Director	Elect Michael Andrew Bohm as Director	For	For	A qualified vote FOR the election of independent non-executive director Robert Scott Vassie (Item 2) is warranted as he is the board chair and gender diversity at the board level does not meet shareholder expectations with only 20-percent female representation on the board.A qualified vote FOR the re-election of independent non-executive director Michael Andrew Bohm (Item 3) is warranted because he is considered to be overboarded under Sustainability Advisory Services International Policy as he holds more than the equivalent of five non-executive director positions (where the chair position is equivalent to two normal non-executive director roles). However, it may be argued that Mr Bohm's role as a non-executive director/chair of non-operating resource/exploration companies would not necessarily warrant the same time commitment as a director of an operating publicly listed company. In addition, the board is majority independent and the key board committees are entirely independent.
Ramelius Resources Limited	RMS	Australia	25/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Mark William Zepfner	For	For	A vote FOR this resolution is warranted as the overall terms of the proposed grant are in line with Australian investor expectations. However, concerns are raised due to lack of positive TSR gateway for the relative TSR hurdle.
Ramelius Resources Limited	RMS	Australia	25/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A vote FOR this resolution is warranted as the current headroom may not be sufficient to provide future flexibility, particularly if an additional non-executive director may be needed. Also, overall non-executive director fees are not considered excessive at this time.
Hermes International SCA	RMS	France	20/04/2022	Accept Financial Statements and Statutory Reports	Approve Financial Statements and Statutory Reports	For	For	A vote FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Hermes International SCA	RMS	France	20/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Hermes International SCA	RMS	France	20/04/2022	Approve Remuneration Policy	Approve Remuneration Policy of General Managers	Against	Against	A vote AGAINST this remuneration policy is warranted because the discretionary power to set executives' remunerations lies in the hands of the General Partner, which is the same legal entity as one of the General Managers and is controlled by the family of the other General Manager, leading to an important conflict of interest. The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only on previous year results) and as the variable remuneration is nearly uncapped.
Hermes International SCA	RMS	France	20/04/2022	Approve Remuneration Policy	Approve Remuneration Policy of Supervisory Board Members	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Hermes International SCA	RMS	France	20/04/2022	Elect Supervisory Board Member	Reelect Charles-Eric Bauer as Supervisory Board Member	Against	Against	A vote FOR the (re)election of Dominique Senequier as independent nominee is warranted in the absence of specific concerns (Item 16). A vote FOR the (re)election of Estelle Brachlanoff as independent nominee is warranted but not without concerns due to attendance issues (Item 14). Votes AGAINST the (re)elections of Charles-Eric Bauer and Julie Guerrand as non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 13 and 15).
Hermes International SCA	RMS	France	20/04/2022	Elect Supervisory Board Member	Reelect Estelle Brachlanoff as Supervisory Board Member	For	For	A vote FOR the (re)election of Dominique Senequier as independent nominee is warranted in the absence of specific concerns (Item 16). A vote FOR the (re)election of Estelle Brachlanoff as independent nominee is warranted but not without concerns due to attendance issues (Item 14). Votes AGAINST the (re)elections of Charles-Eric Bauer and Julie Guerrand as non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 13 and 15).
Hermes International SCA	RMS	France	20/04/2022	Elect Supervisory Board Member	Reelect Julie Guerrand as Supervisory Board Member	Against	Against	A vote FOR the (re)election of Dominique Senequier as independent nominee is warranted in the absence of specific concerns (Item 16). A vote FOR the (re)election of Estelle Brachlanoff as independent nominee is warranted but not without concerns due to attendance issues (Item 14). Votes AGAINST the (re)elections of Charles-Eric Bauer and Julie Guerrand as non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 13 and 15).

Hermes International SCA	RMS	France	20/04/2022	Elect Supervisory Board Member	Reelect Dominique Senequier as Supervisory Board Member	For	For	A vote FOR the (re)election of Dominique Senequier as independent nominee is warranted in the absence of specific concerns (Item 16). A vote FOR the (re)election of Estelle Brachlanoff as inelle independent nominee is warranted but not without concerns due to attendance issues (Item 14). Votes AGAINST the (re)elections of Charles-Eric Bauer and Julie Guerrand as non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 13 and 15).
Hermes International SCA	RMS	France	20/04/2022	Approve Reduction in Share Capital	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.
Hermes International SCA	RMS	France	20/04/2022	Approve Executive Share Option Plan	Authorize up to 2 Percent of Issued Capital for Use in Share Option Plans	Against	Against	A vote AGAINST this resolution is warranted because: * No information is available on the existence of performance conditions; * The exercise price could show a discount to the average price market; * The vesting period is not disclosed; and * The performance period is not disclosed.
Hermes International SCA	RMS	France	20/04/2022	Approve Restricted Stock Plan	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against	Against	A vote AGAINST this resolution is warranted because: * No information is available on the existence of performance conditions. * The vesting period is not sufficiently long-term oriented. * The performance period is not disclosed.
Hermes International SCA	RMS	France	20/04/2022	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated Financial Statements and Statutory Reports	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Hermes International SCA	RMS	France	20/04/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Filing of Required Documents/Other Formalities	For	For	A vote FOR this routine item is warranted.
Hermes International SCA	RMS	France	20/04/2022	Approve Discharge of Management Board	Approve Discharge of General Managers	For	For	A vote FOR this proposal is warranted given the lack of any specific concern with the management board's actions over the past year.
Hermes International SCA	RMS	France	20/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 8 per Share	For	For	A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.
Hermes International SCA	RMS	France	20/04/2022	Approve Special Auditors' Report Regarding Related-Party Transactions	Approve Auditors' Special Report on Related-Party Transactions	Against	Against	A vote AGAINST this proposal is warranted because: * The company failed to provide sufficient information concerning a consulting agreement entered into with Studio des Fleurs. It is therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests; and * The company fails to provide comprehensive information regarding the transactions with RDAI. In this context, it is impossible to ascertain that the continuation of transactions with RDAI is in the interest of all shareholders.
Hermes International SCA	RMS	France	20/04/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against	Against	This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.
Hermes International SCA	RMS	France	20/04/2022	Remuneration-Related	Approve Compensation Report of Corporate Officers	Against	Against	A vote AGAINST this remuneration report is warranted as: * the discretionary power to set executives' remunerations lies in the hands of the General Partner, which is the same legal entity as one of the General Managers and is controlled by the family of the other General Manager, leading to an important conflict of interest; * The pay equity ratio's perimeter is not relevant to all the company's employees; and * The company remains unresponsive about last AGM's significant dissent on compensation-related items.
Hermes International SCA	RMS	France	20/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Axel Dumas, General Manager	Against	Against	A vote AGAINST this remuneration report is warranted because the discretionary power to set executives' remunerations lies in the hands of the General Partner which is the same legal entity as one of the General Managers and is controlled by the family of the other General Manager, leading to an important conflict of interest. The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only on previous year results) and as the variable remuneration is nearly uncapped.
Hermes International SCA	RMS	France	20/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Emile Hermes SAS, General Manager	Against	Against	A vote AGAINST this remuneration report is warranted because the discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest. The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only on previous year results) and as the variable remuneration is nearly uncapped.
Rightmove Plc	RMV	United Kingdom	6/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Rightmove Plc	RMV	United Kingdom	6/05/2022	Elect Director	Re-elect Rakhi Goss-Custard as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	RMV	United Kingdom	6/05/2022	Elect Director	Re-elect Andrew Findlay as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	RMV	United Kingdom	6/05/2022	Elect Director	Re-elect Amit Tiwari as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	RMV	United Kingdom	6/05/2022	Elect Director	Re-elect Lorna Tibbani as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	RMV	United Kingdom	6/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Rightmove Plc	RMV	United Kingdom	6/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Rightmove Plc	RMV	United Kingdom	6/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Rightmove Plc	RMV	United Kingdom	6/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Rightmove Plc	RMV	United Kingdom	6/05/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Rightmove Plc	RMV	United Kingdom	6/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Rightmove Plc	RMV	United Kingdom	6/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is warranted. No particular concerns have been identified with the remuneration report. Performance and pay outcomes are largely convergent.
Rightmove Plc	RMV	United Kingdom	6/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Rightmove Plc	RMV	United Kingdom	6/05/2022	Ratify Auditors	Appoint Ernst & Young LLP as Auditors	For	For	A vote FOR this resolution is considered warranted at this time.
Rightmove Plc	RMV	United Kingdom	6/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Rightmove Plc	RMV	United Kingdom	6/05/2022	Elect Director	Re-elect Andrew Fisher as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	RMV	United Kingdom	6/05/2022	Elect Director	Re-elect Peter Brooks-Johnson as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	RMV	United Kingdom	6/05/2022	Elect Director	Re-elect Alison Dolan as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	RMV	United Kingdom	6/05/2022	Elect Director	Re-elect Jacqueline de Rojas as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rockwell Automation, Inc.	ROK	USA	1/02/2022	Elect Director	Elect Director James P. Keane	For	For	A vote FOR the director nominees is warranted.
Rockwell Automation, Inc.	ROK	USA	1/02/2022	Elect Director	Elect Director Blake D. Moral	For	For	A vote FOR the director nominees is warranted.
Rockwell Automation, Inc.	ROK	USA	1/02/2022	Elect Director	Elect Director Thomas W. Rosamilia	For	For	A vote FOR the director nominees is warranted.
Rockwell Automation, Inc.	ROK	USA	1/02/2022	Elect Director	Elect Director Patricia A. Watson	For	For	A vote FOR the director nominees is warranted.
Rockwell Automation, Inc.	ROK	USA	1/02/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although some concerns are noted, including a majority of LTI being time-based, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Rockwell Automation, Inc.	ROK	USA	1/02/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Rollins, Inc.	ROL	USA	26/04/2022	Elect Director	Elect Director Susan R. Bell	For	For	WITHHOLD votes are warranted for non-independent director nominees Donald (Don) Carson and John Wilson for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are further warranted for Donald (Don) Carson for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.
Rollins, Inc.	ROL	USA	26/04/2022	Elect Director	Elect Director Donald P. Carson	Withhold	Withhold	WITHHOLD votes are warranted for non-independent director nominees Donald (Don) Carson and John Wilson for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are further warranted for Donald (Don) Carson for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.
Rollins, Inc.	ROL	USA	26/04/2022	Elect Director	Elect Director Louise S. Sams	For	For	WITHHOLD votes are warranted for non-independent director nominees Donald (Don) Carson and John Wilson for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are further warranted for Donald (Don) Carson for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.
Rollins, Inc.	ROL	USA	26/04/2022	Elect Director	Elect Director John F. Wilson	Withhold	Withhold	WITHHOLD votes are warranted for non-independent director nominees Donald (Don) Carson and John Wilson for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are further warranted for Donald (Don) Carson for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.
Rollins, Inc.	ROL	USA	26/04/2022	Ratify Auditors	Ratify Grant Thornton LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Rollins, Inc.	ROL	USA	26/04/2022	Approve Qualified Employee Stock Purchase Plan	Approve Qualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted given that: * The purchase price is reasonable; * The number of shares reserved is reasonable; and * The offering period is within the limits prescribed by Section 432 of the Internal Revenue Code.
Roper Technologies, Inc.	ROP	USA	15/06/2022	Elect Director	Elect Director Shellye L. Archambeau	For	For	A vote FOR the director nominees is warranted.
Roper Technologies, Inc.	ROP	USA	15/06/2022	Elect Director	Elect Director Army Woods Brinkley	For	For	A vote FOR the director nominees is warranted.
Roper Technologies, Inc.	ROP	USA	15/06/2022	Elect Director	Elect Director Irena M. Esteves	For	For	A vote FOR the director nominees is warranted.
Roper Technologies, Inc.	ROP	USA	15/06/2022	Elect Director	Elect Director L. Neil Hurn	For	For	A vote FOR the director nominees is warranted.
Roper Technologies, Inc.	ROP	USA	15/06/2022	Elect Director	Elect Director Robert D. Johnson	For	For	A vote FOR the director nominees is warranted.
Roper Technologies, Inc.	ROP	USA	15/06/2022	Elect Director	Elect Director Thomas P. Joyce, Jr.	For	For	A vote FOR the director nominees is warranted.
Roper Technologies, Inc.	ROP	USA	15/06/2022	Elect Director	Elect Director Laura G. Thatcher	For	For	A vote FOR the director nominees is warranted.
Roper Technologies, Inc.	ROP	USA	15/06/2022	Elect Director	Elect Director Richard F. Wallman	For	For	A vote FOR the director nominees is warranted.
Roper Technologies, Inc.	ROP	USA	15/06/2022	Elect Director	Elect Director Christopher Wright	For	For	A vote FOR the director nominees is warranted.
Roper Technologies, Inc.	ROP	USA	15/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time.
Roper Technologies, Inc.	ROP	USA	15/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Ross Stores, Inc.	ROST	USA	18/05/2022	Elect Director	Elect Director K. Gunnar Bjorklund	For	For	A vote FOR the director nominees is warranted.
Ross Stores, Inc.	ROST	USA	18/05/2022	Elect Director	Elect Director Michael J. Bush	For	For	A vote FOR the director nominees is warranted.
Ross Stores, Inc.	ROST	USA	18/05/2022	Elect Director	Elect Director Sharon D. Garrett	For	For	A vote FOR the director nominees is warranted.
Ross Stores, Inc.	ROST	USA	18/05/2022	Elect Director	Elect Director Michael J. Hartshorn	For	For	A vote FOR the director nominees is warranted.
Ross Stores, Inc.	ROST	USA	18/05/2022	Elect Director	Elect Director Stephen D. Milligan	For	For	A vote FOR the director nominees is warranted.
Ross Stores, Inc.	ROST	USA	18/05/2022	Elect Director	Elect Director Patricia H. Mueller	For	For	A vote FOR the director nominees is warranted.
Ross Stores, Inc.	ROST	USA	18/05/2022	Elect Director	Elect Director George P. Orban	For	For	A vote FOR the director nominees is warranted.
Ross Stores, Inc.	ROST	USA	18/05/2022	Elect Director	Elect Director Larnee M. Rendia	For	For	A vote FOR the director nominees is warranted.
Ross Stores, Inc.	ROST	USA	18/05/2022	Elect Director	Elect Director Barbara Rentler	For	For	A vote FOR the director nominees is warranted.
Ross Stores, Inc.	ROST	USA	18/05/2022	Elect Director	Elect Director Daniel N. Sutton	For	For	A vote FOR the director nominees is warranted.

Ross Stores, Inc.	ROST	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Pay and performance were reasonably aligned for the year in review, and both the annual and long-term incentive plans were in the process of returning to the pre-pandemic formula-driven quantitative approach.
Ross Stores, Inc.	ROST	USA	18/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Rapid7, Inc.	RPD	USA	9/06/2022	Elect Director	Elect Director Michael Berry	For	For	A vote FOR the director nominees is warranted.
Rapid7, Inc.	RPD	USA	9/06/2022	Elect Director	Elect Director Marc Brown	For	For	A vote FOR the director nominees is warranted.
Rapid7, Inc.	RPD	USA	9/06/2022	Elect Director	Elect Director Christina Kosmowski	For	For	A vote FOR the director nominees is warranted.
Rapid7, Inc.	RPD	USA	9/06/2022	Elect Director	Elect Director J. Benjamin Nye	For	For	A vote FOR the director nominees is warranted.
Rapid7, Inc.	RPD	USA	9/06/2022	Elect Director	Elect Director Reeny Sondhi	For	For	A vote FOR the director nominees is warranted.
Rapid7, Inc.	RPD	USA	9/06/2022	Elect Director	Elect Director Corey Thomas	For	For	A vote FOR the director nominees is warranted.
Rapid7, Inc.	RPD	USA	9/06/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Rapid7, Inc.	RPD	USA	9/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.
Rolls-Royce Holdings Plc	RR	United Kingdom	12/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Rolls-Royce Holdings Plc	RR	United Kingdom	12/05/2022	Elect Director	Re-elect Lee Hsien Yang as Director	Against	Against	Votes AGAINST incumbent Nominating Committee members Mark Culmer, Paul Adams, Beverly Goulet, Hsien Yang Lee, Nicholas (Nick) Luff, Sir Kevin Smith and Dame Angela Strank are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Rolls-Royce Holdings Plc	RR	United Kingdom	12/05/2022	Elect Director	Re-elect Nick Luff as Director	Against	Against	Votes AGAINST incumbent Nominating Committee members Mark Culmer, Paul Adams, Beverly Goulet, Hsien Yang Lee, Nicholas (Nick) Luff, Sir Kevin Smith and Dame Angela Strank are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Rolls-Royce Holdings Plc	RR	United Kingdom	12/05/2022	Elect Director	Elect Mick Manley as Director	For	For	Votes AGAINST incumbent Nominating Committee members Mark Culmer, Paul Adams, Beverly Goulet, Hsien Yang Lee, Nicholas (Nick) Luff, Sir Kevin Smith and Dame Angela Strank are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Rolls-Royce Holdings Plc	RR	United Kingdom	12/05/2022	Elect Director	Elect Wendy Mars as Director	For	For	Votes AGAINST incumbent Nominating Committee members Mark Culmer, Paul Adams, Beverly Goulet, Hsien Yang Lee, Nicholas (Nick) Luff, Sir Kevin Smith and Dame Angela Strank are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Rolls-Royce Holdings Plc	RR	United Kingdom	12/05/2022	Elect Director	Re-elect Sir Kevin Smith as Director	Against	Against	Votes AGAINST incumbent Nominating Committee members Mark Culmer, Paul Adams, Beverly Goulet, Hsien Yang Lee, Nicholas (Nick) Luff, Sir Kevin Smith and Dame Angela Strank are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Rolls-Royce Holdings Plc	RR	United Kingdom	12/05/2022	Elect Director	Re-elect Dame Angela Strank as Director	Against	Against	Votes AGAINST incumbent Nominating Committee members Mark Culmer, Paul Adams, Beverly Goulet, Hsien Yang Lee, Nicholas (Nick) Luff, Sir Kevin Smith and Dame Angela Strank are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Rolls-Royce Holdings Plc	RR	United Kingdom	12/05/2022	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Rolls-Royce Holdings Plc	RR	United Kingdom	12/05/2022	Authorise the Audit Committee to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Rolls-Royce Holdings Plc	RR	United Kingdom	12/05/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Rolls-Royce Holdings Plc	RR	United Kingdom	12/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Rolls-Royce Holdings Plc	RR	United Kingdom	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is warranted although it is not without concern because: * The CEO received c308% of salary under the Company's hybrid bonus/long-term plan. The outcome is noteworthy considering that dividend remains suspended and in the context of the long-term challenges faced by the Company. However, 97% of shareholders approved this structure in 2021 as a vehicle for supporting the Company's restructuring goals. There has been progress towards these goals, which were exceeded or realized before schedule in some cases. Therefore, the level of payout under the incentive plan does not warrant a voting sanction.
Rolls-Royce Holdings Plc	RR	United Kingdom	12/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Rolls-Royce Holdings Plc	RR	United Kingdom	12/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Rolls-Royce Holdings Plc	RR	United Kingdom	12/05/2022	Adopt New Articles of Association/Charter	Adopt New Articles of Association	For	For	A vote FOR this resolution is warranted as no material concerns have been identified.
Rolls-Royce Holdings Plc	RR	United Kingdom	12/05/2022	Elect Director	Elect Anita Frew as Director	For	For	Votes AGAINST incumbent Nominating Committee members Mark Culmer, Paul Adams, Beverly Goulet, Hsien Yang Lee, Nicholas (Nick) Luff, Sir Kevin Smith and Dame Angela Strank are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Rolls-Royce Holdings Plc	RR	United Kingdom	12/05/2022	Elect Director	Re-elect Warren East as Director	For	For	Votes AGAINST incumbent Nominating Committee members Mark Culmer, Paul Adams, Beverly Goulet, Hsien Yang Lee, Nicholas (Nick) Luff, Sir Kevin Smith and Dame Angela Strank are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Rolls-Royce Holdings Plc	RR	United Kingdom	12/05/2022	Elect Director	Re-elect Panos Kakoullis as Director	For	For	Votes AGAINST incumbent Nominating Committee members Mark Culmer, Paul Adams, Beverly Goulet, Hsien Yang Lee, Nicholas (Nick) Luff, Sir Kevin Smith and Dame Angela Strank are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Rolls-Royce Holdings Plc	RR	United Kingdom	12/05/2022	Elect Director	Re-elect Paul Adams as Director	Against	Against	Votes AGAINST incumbent Nominating Committee members Mark Culmer, Paul Adams, Beverly Goulet, Hsien Yang Lee, Nicholas (Nick) Luff, Sir Kevin Smith and Dame Angela Strank are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Rolls-Royce Holdings Plc	RR	United Kingdom	12/05/2022	Elect Director	Re-elect George Culmer as Director	Against	Against	Votes AGAINST incumbent Nominating Committee members Mark Culmer, Paul Adams, Beverly Goulet, Hsien Yang Lee, Nicholas (Nick) Luff, Sir Kevin Smith and Dame Angela Strank are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Rolls-Royce Holdings Plc	RR	United Kingdom	12/05/2022	Elect Director	Elect Lord Jitesh Gadhia as Director	For	For	Votes AGAINST incumbent Nominating Committee members Mark Culmer, Paul Adams, Beverly Goulet, Hsien Yang Lee, Nicholas (Nick) Luff, Sir Kevin Smith and Dame Angela Strank are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Rolls-Royce Holdings Plc	RR	United Kingdom	12/05/2022	Elect Director	Re-elect Beverly Goulet as Director	Against	Against	Votes AGAINST incumbent Nominating Committee members Mark Culmer, Paul Adams, Beverly Goulet, Hsien Yang Lee, Nicholas (Nick) Luff, Sir Kevin Smith and Dame Angela Strank are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Regis Resources Limited	RRL	Australia	25/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted.Quantitative pay for performance analysis has identified a low concern for misalignment of pay and performance and shareholder outcomes for the year under review.Governance concerns are highlighted for the high percentage of non-financial performance measures used in the STI and LTI which may result in misalignment with shareholder outcomes.
Regis Resources Limited	RRL	Australia	25/11/2021	Elect Director	Elect Steve Scudamore as Director	For	For	A vote FOR the election of independent director Steve Scudamore is warranted as no material concerns have been identified regarding board and committee composition resulting from his nomination, nor wider corporate governance concerns.
Regis Resources Limited	RRL	Australia	25/11/2021	Approve Share Plan Grant	Approve Grant of Long Term Incentive Performance Rights to Jim Beyer	For	For	A vote FOR the grants of performance rights to the CEO is warranted. The structure of awards is in line with market standards.* The FY22 LTI performance rights (Item 3) have sufficiently rigorous performance hurdles consistent with similar companies including a relative TSR measure for 50 percent of the award and Life of Mine and Production Growth goals for the remaining 50 percent, which align adequately with shareholder interests; and* The FY21 STI performance rights (Item 4) represents a deferral of a portion of the FY21 STI bonus.
Regis Resources Limited	RRL	Australia	25/11/2021	Approve Share Plan Grant	Approve Grant of Short Term Incentive Performance Rights to Jim Beyer	For	For	A vote FOR the grants of performance rights to the CEO is warranted. The structure of awards is in line with market standards.* The FY22 LTI performance rights (Item 3) have sufficiently rigorous performance hurdles consistent with similar companies including a relative TSR measure for 50 percent of the award and Life of Mine and Production Growth goals for the remaining 50 percent, which align adequately with shareholder interests; and* The FY21 STI performance rights (Item 4) represents a deferral of a portion of the FY21 STI bonus.
Republic Services, Inc.	RSG	USA	16/05/2022	Elect Director	Elect Director Manuel Kadre	For	For	A vote FOR the director nominees is warranted.
Republic Services, Inc.	RSG	USA	16/05/2022	Elect Director	Elect Director Tomago Collins	For	For	A vote FOR the director nominees is warranted.
Republic Services, Inc.	RSG	USA	16/05/2022	Elect Director	Elect Director Michael A. Duffy	For	For	A vote FOR the director nominees is warranted.
Republic Services, Inc.	RSG	USA	16/05/2022	Elect Director	Elect Director Thomas W. Handley	For	For	A vote FOR the director nominees is warranted.
Republic Services, Inc.	RSG	USA	16/05/2022	Elect Director	Elect Director Jennifer M. Kirk	For	For	A vote FOR the director nominees is warranted.
Republic Services, Inc.	RSG	USA	16/05/2022	Elect Director	Elect Director Michael Larson	For	For	A vote FOR the director nominees is warranted.
Republic Services, Inc.	RSG	USA	16/05/2022	Elect Director	Elect Director Kim S. Pegula	For	For	A vote FOR the director nominees is warranted.
Republic Services, Inc.	RSG	USA	16/05/2022	Elect Director	Elect Director James P. Snee	For	For	A vote FOR the director nominees is warranted.
Republic Services, Inc.	RSG	USA	16/05/2022	Elect Director	Elect Director Brian S. Tyler	For	For	A vote FOR the director nominees is warranted.
Republic Services, Inc.	RSG	USA	16/05/2022	Elect Director	Elect Director Jon Vander Ark	For	For	A vote FOR the director nominees is warranted.
Republic Services, Inc.	RSG	USA	16/05/2022	Elect Director	Elect Director Sandra M. Volpe	For	For	A vote FOR the director nominees is warranted.
Republic Services, Inc.	RSG	USA	16/05/2022	Elect Director	Elect Director Katharine B. Weymouth	For	For	A vote FOR the director nominees is warranted.
Republic Services, Inc.	RSG	USA	16/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Pay and performance are reasonably aligned and the entirety of annual cash incentives and a majority of LTI are tied to pre-set, objective measures.
Republic Services, Inc.	RSG	USA	16/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Republic Services, Inc.	RSG	USA	16/05/2022	Clawback of Incentive Payments	Amend Senior Executive Compensation Clawback Policy	For	For	A vote FOR this proposal is warranted. Further improvement to the clawback policy would expand the board's ability to recoup incentive pay and the increased disclosure requirements would benefit shareholders.
Republic Services, Inc.	RSG	USA	16/05/2022	Racial Equity and/or Civil Rights Audit	Report on Third-Party Environmental Justice Audit	For	For	A vote FOR this proposal is warranted at this time because a third-party audit would help shareholders assess the company's management of environmental justice issues.
Republic Services, Inc.	RSG	USA	16/05/2022	Racial Equity and/or Civil Rights Audit	Report on Third-Party Civil Rights Audit	For	For	A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of Republic Services' efforts to address the issue of any inequality in its workforce and its management of related risks.
Resolute Mining Limited	RSG	Australia	20/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted given that no material misalignment between pay and performance has been identified for the period under review. Specifically, * Fixed remuneration and STI and LTI outcomes are not excessive and adequately aligned with shareholder interests. * STI disclosure reflects a market leading level of transparency to fully inform shareholders. * The FY21 LTI grant is sufficiently aligned with shareholder outcomes, including well-presented relative TSR performance conditions over a 3-year performance period. This recommendation is qualified to highlight the high degree of concern for misalignment identified in quantitative pay-for-performance analysis. This is attributed to prior one-off equity grant made to the previous CEO (John Welborn) and the additional FY21 LTI grant to the new CEO. The company has parted with the former CEO Welborn and vesting of the grants were at low levels if any, confirming appropriate alignment with performance. Additionally, given Gale's resignation shareholders may carefully scrutinize next year's remuneration report to confirm the alignment with shareholder interest of the appropriate treatment of LTIs previously granted to Stuart Gale.
Resolute Mining Limited	RSG	Australia	20/05/2022	Elect Director	Elect Martin Botha as Director	Against	Against	Votes AGAINST incumbent Nominating Committee chair Martinus (Martin) Botha are warranted for lack of diversity on the board. A qualified vote FOR the election of Simon Jackson is warranted because he is classified as independent and has relevant skills and experience. However, some concerns are noted that he holds a total of four non-executive appointment, with two as chairman and raising concerns for overboarding. In mitigating, the majority of Jackson's directorships are at small, non-operational exploration companies which are regarded as requiring a lesser time commitment compared to an operational publicly listed company. Votes FOR Adrian Reynolds are warranted.
Resolute Mining Limited	RSG	Australia	20/05/2022	Elect Director	***Withdrawn Resolution*** Elect Stuart Gale as Director			***Withdrawn Resolution***

Resolute Mining Limited	RSG	Australia	20/05/2022	Elect Director	Elect Adrian Reynolds as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Marthinus (Martin) Botha are warranted for lack of diversity on the board. A qualified vote FOR the election of Simon Jackson is warranted because he is classified as independent and has relevant skills and experience. However, some concerns are noted that he holds a total of four non-executive appointment, with two as chairman and raising concerns for overboarding. In mitigating, the majority of Jackson's directorships are at small, non-operational exploration companies which are regarded as requiring a lesser time commitment compared to an operational publicly listed company. Votes FOR Adrian Reynolds are warranted.
Resolute Mining Limited	RSG	Australia	20/05/2022	Elect Director	Elect Simon Jackson as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Marthinus (Martin) Botha are warranted for lack of diversity on the board. A qualified vote FOR the election of Simon Jackson is warranted because he is classified as independent and has relevant skills and experience. However, some concerns are noted that he holds a total of four non-executive appointment, with two as chairman and raising concerns for overboarding. In mitigating, the majority of Jackson's directorships are at small, non-operational exploration companies which are regarded as requiring a lesser time commitment compared to an operational publicly listed company. Votes FOR Adrian Reynolds are warranted.
Resolute Mining Limited	RSG	Australia	20/05/2022	Approve Share Plan Grant	***Withdrawn Resolution*** Approve Annual Grant of Performance Rights to Stuart Gale			***Withdrawn Resolution***
Resolute Mining Limited	RSG	Australia	20/05/2022	Approve Director/Officer Liability and Indemnification	Approve the Deed of Indemnity, Access and Insurance	For	For	A vote FOR this resolution is warranted. Indemnity and access deeds are common among Australian listed companies and the Corporations Act restricts the level of indemnity a company may provide.
Renishaw Plc	RSW	United Kingdom	24/11/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For		A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Renishaw Plc	RSW	United Kingdom	24/11/2021	Elect Director	Re-elect Sir David Grant as Director	For		Item 4:Votes AGAINST incumbent Nominating Committee chair Sir David McMurtry are warranted for lack of gender diversity on the board.Items 4 and 5:A vote AGAINST the re-election of David McMurtry (Item 4) and John Deer (Item 5) is warranted because: Both, David McMurtry and John Deer who are controlling shareholders, have refused to enter into a relationship agreement containing certain independence provisions, as required under the UK Listing Rules. These agreements are intended to provide a degree of additional protection for minority shareholders, and therefore the refusal of the controlling shareholders to comply remains a matter of concern.* The UK Code recommends that board chairs should, in general, serve a maximum of nine years in the role. However, David McMurtry has served on the Board for 46 years and there is no stated intention to put a succession plan in place, as well as adhere with the guidelines of the Hampton-Alexander review.Items 6-11:A vote FOR these Directors is warranted as no significant concerns have been identified.
Renishaw Plc	RSW	United Kingdom	24/11/2021	Elect Director	Re-elect John Jeans as Director	For		Item 4:Votes AGAINST incumbent Nominating Committee chair Sir David McMurtry are warranted for lack of gender diversity on the board.Items 4 and 5:A vote AGAINST the re-election of David McMurtry (Item 4) and John Deer (Item 5) is warranted because: Both, David McMurtry and John Deer who are controlling shareholders, have refused to enter into a relationship agreement containing certain independence provisions, as required under the UK Listing Rules. These agreements are intended to provide a degree of additional protection for minority shareholders, and therefore the refusal of the controlling shareholders to comply remains a matter of concern.* The UK Code recommends that board chairs should, in general, serve a maximum of nine years in the role. However, David McMurtry has served on the Board for 46 years and there is no stated intention to put a succession plan in place, as well as adhere with the guidelines of the Hampton-Alexander review.Items 6-11:A vote FOR these Directors is warranted as no significant concerns have been identified.
Renishaw Plc	RSW	United Kingdom	24/11/2021	Ratify Auditors	Reappoint Ernst & Young LLP as Auditors	For		A vote FOR this item is warranted as no significant concerns have been identified.
Renishaw Plc	RSW	United Kingdom	24/11/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee of the Board to Fix Remuneration of Auditors	For		A vote FOR this item is warranted because there are no concerns regarding this proposal.
Renishaw Plc	RSW	United Kingdom	24/11/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For		A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Renishaw Plc	RSW	United Kingdom	24/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For		A vote FOR this resolution is warranted although it is not without concerns.* The Remuneration Committee awarded CEO, William Lee, an increment of 20% in his base salary for FY2022, which is higher than that awarded to the wider workforce (+2.1%).* CEO William Lee's and FD Allen Roberts' shareholdings in the Company remain below 200% of salary, which is the minimum recommended requirement as per Sustainability Advisory Services UK & Ireland Guidelines.The main reasons for support are:.* The increase in William Lee's base salary was a planned decision, in line with the Company's stated intention (as disclosed in previous years' annual report).* The increment is backed by an improved overall performance during the year and takes into account his increased experience in the role.* The Company does not have an operable LTIP plan in place and therefore the multiplier effect is not excessive.* The overall pay outcomes are considered to be broadly aligned with performance.
Renishaw Plc	RSW	United Kingdom	24/11/2021	Approve Final Dividend	Approve Final Dividend	For		A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Renishaw Plc	RSW	United Kingdom	24/11/2021	Elect Director	Re-elect Sir David McMurtry as Director	Against		Item 4:Votes AGAINST incumbent Nominating Committee chair Sir David McMurtry are warranted for lack of gender diversity on the board.Items 4 and 5:A vote AGAINST the re-election of David McMurtry (Item 4) and John Deer (Item 5) is warranted because: Both, David McMurtry and John Deer who are controlling shareholders, have refused to enter into a relationship agreement containing certain independence provisions, as required under the UK Listing Rules. These agreements are intended to provide a degree of additional protection for minority shareholders, and therefore the refusal of the controlling shareholders to comply remains a matter of concern.* The UK Code recommends that board chairs should, in general, serve a maximum of nine years in the role. However, David McMurtry has served on the Board for 46 years and there is no stated intention to put a succession plan in place, as well as adhere with the guidelines of the Hampton-Alexander review.Items 6-11:A vote FOR these Directors is warranted as no significant concerns have been identified.
Renishaw Plc	RSW	United Kingdom	24/11/2021	Elect Director	Re-elect John Deer as Director	Against		Item 4:Votes AGAINST incumbent Nominating Committee chair Sir David McMurtry are warranted for lack of gender diversity on the board.Items 4 and 5:A vote AGAINST the re-election of David McMurtry (Item 4) and John Deer (Item 5) is warranted because: Both, David McMurtry and John Deer who are controlling shareholders, have refused to enter into a relationship agreement containing certain independence provisions, as required under the UK Listing Rules. These agreements are intended to provide a degree of additional protection for minority shareholders, and therefore the refusal of the controlling shareholders to comply remains a matter of concern.* The UK Code recommends that board chairs should, in general, serve a maximum of nine years in the role. However, David McMurtry has served on the Board for 46 years and there is no stated intention to put a succession plan in place, as well as adhere with the guidelines of the Hampton-Alexander review.Items 6-11:A vote FOR these Directors is warranted as no significant concerns have been identified.
Renishaw Plc	RSW	United Kingdom	24/11/2021	Elect Director	Re-elect Will Lee as Director	For		Item 4:Votes AGAINST incumbent Nominating Committee chair Sir David McMurtry are warranted for lack of gender diversity on the board.Items 4 and 5:A vote AGAINST the re-election of David McMurtry (Item 4) and John Deer (Item 5) is warranted because: Both, David McMurtry and John Deer who are controlling shareholders, have refused to enter into a relationship agreement containing certain independence provisions, as required under the UK Listing Rules. These agreements are intended to provide a degree of additional protection for minority shareholders, and therefore the refusal of the controlling shareholders to comply remains a matter of concern.* The UK Code recommends that board chairs should, in general, serve a maximum of nine years in the role. However, David McMurtry has served on the Board for 46 years and there is no stated intention to put a succession plan in place, as well as adhere with the guidelines of the Hampton-Alexander review.Items 6-11:A vote FOR these Directors is warranted as no significant concerns have been identified.
Renishaw Plc	RSW	United Kingdom	24/11/2021	Elect Director	Re-elect Allen Roberts as Director	For		Item 4:Votes AGAINST incumbent Nominating Committee chair Sir David McMurtry are warranted for lack of gender diversity on the board.Items 4 and 5:A vote AGAINST the re-election of David McMurtry (Item 4) and John Deer (Item 5) is warranted because: Both, David McMurtry and John Deer who are controlling shareholders, have refused to enter into a relationship agreement containing certain independence provisions, as required under the UK Listing Rules. These agreements are intended to provide a degree of additional protection for minority shareholders, and therefore the refusal of the controlling shareholders to comply remains a matter of concern.* The UK Code recommends that board chairs should, in general, serve a maximum of nine years in the role. However, David McMurtry has served on the Board for 46 years and there is no stated intention to put a succession plan in place, as well as adhere with the guidelines of the Hampton-Alexander review.Items 6-11:A vote FOR these Directors is warranted as no significant concerns have been identified.
Renishaw Plc	RSW	United Kingdom	24/11/2021	Elect Director	Re-elect Carol Chesney as Director	For		Item 4:Votes AGAINST incumbent Nominating Committee chair Sir David McMurtry are warranted for lack of gender diversity on the board.Items 4 and 5:A vote AGAINST the re-election of David McMurtry (Item 4) and John Deer (Item 5) is warranted because: Both, David McMurtry and John Deer who are controlling shareholders, have refused to enter into a relationship agreement containing certain independence provisions, as required under the UK Listing Rules. These agreements are intended to provide a degree of additional protection for minority shareholders, and therefore the refusal of the controlling shareholders to comply remains a matter of concern.* The UK Code recommends that board chairs should, in general, serve a maximum of nine years in the role. However, David McMurtry has served on the Board for 46 years and there is no stated intention to put a succession plan in place, as well as adhere with the guidelines of the Hampton-Alexander review.Items 6-11:A vote FOR these Directors is warranted as no significant concerns have been identified.
Renishaw Plc	RSW	United Kingdom	24/11/2021	Elect Director	Re-elect Catherine Glickman as Director	For		Item 4:Votes AGAINST incumbent Nominating Committee chair Sir David McMurtry are warranted for lack of gender diversity on the board.Items 4 and 5:A vote AGAINST the re-election of David McMurtry (Item 4) and John Deer (Item 5) is warranted because: Both, David McMurtry and John Deer who are controlling shareholders, have refused to enter into a relationship agreement containing certain independence provisions, as required under the UK Listing Rules. These agreements are intended to provide a degree of additional protection for minority shareholders, and therefore the refusal of the controlling shareholders to comply remains a matter of concern.* The UK Code recommends that board chairs should, in general, serve a maximum of nine years in the role. However, David McMurtry has served on the Board for 46 years and there is no stated intention to put a succession plan in place, as well as adhere with the guidelines of the Hampton-Alexander review.Items 6-11:A vote FOR these Directors is warranted as no significant concerns have been identified.
Rentokil Initial Plc	RTO	United Kingdom	11/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Rentokil Initial Plc	RTO	United Kingdom	11/05/2022	Elect Director	Re-elect Cathy Turner as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rentokil Initial Plc	RTO	United Kingdom	11/05/2022	Elect Director	Re-elect Linda Yueh as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rentokil Initial Plc	RTO	United Kingdom	11/05/2022	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Rentokil Initial Plc	RTO	United Kingdom	11/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Rentokil Initial Plc	RTO	United Kingdom	11/05/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Rentokil Initial Plc	RTO	United Kingdom	11/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Rentokil Initial Plc	RTO	United Kingdom	11/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.

Rentokil Initial Plc	RTO	United Kingdom	11/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Rentokil Initial Plc	RTO	United Kingdom	11/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Rentokil Initial Plc	RTO	United Kingdom	11/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Rentokil Initial Plc	RTO	United Kingdom	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted although it is not without concern for shareholders: * PSP opportunities are being increased to 375% of salary for the CEO and 300% of salary for the CFO. * There is limited visibility over some of the performance metrics of the PSP. The main reasons for support are: "The increased PSP opportunities have been phased in over time and are in line with the Company's stated intention and the policy maximum limit, approved by shareholders at the 2021 AGM." No material concerns have been identified regarding the alignment of pay and performance.
Rentokil Initial Plc	RTO	United Kingdom	11/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Rentokil Initial Plc	RTO	United Kingdom	11/05/2022	Elect Director	Re-elect Stuart Ingall-Tombs as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rentokil Initial Plc	RTO	United Kingdom	11/05/2022	Elect Director	Re-elect Sarosh Mistry as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rentokil Initial Plc	RTO	United Kingdom	11/05/2022	Elect Director	Re-elect John Pettigrew as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rentokil Initial Plc	RTO	United Kingdom	11/05/2022	Elect Director	Re-elect Andy Ransom as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rentokil Initial Plc	RTO	United Kingdom	11/05/2022	Elect Director	Re-elect Richard Solomons as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rentokil Initial Plc	RTO	United Kingdom	11/05/2022	Elect Director	Re-elect Julie Southern as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Raytheon Technologies Corporation	RTX	USA	25/04/2022	Elect Director	Elect Director Tracy A. Atkinson	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST CEO/Chair Gregory (Greg) Hayes are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
Raytheon Technologies Corporation	RTX	USA	25/04/2022	Elect Director	Elect Director Bernard A. Harris, Jr.	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST CEO/Chair Gregory (Greg) Hayes are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
Raytheon Technologies Corporation	RTX	USA	25/04/2022	Elect Director	Elect Director Gregory J. Hayes	Against	Against	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST CEO/Chair Gregory (Greg) Hayes are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
Raytheon Technologies Corporation	RTX	USA	25/04/2022	Elect Director	Elect Director George R. Oliver	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST CEO/Chair Gregory (Greg) Hayes are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
Raytheon Technologies Corporation	RTX	USA	25/04/2022	Elect Director	Elect Director Robert K. (Kelly) Ortberg	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST CEO/Chair Gregory (Greg) Hayes are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
Raytheon Technologies Corporation	RTX	USA	25/04/2022	Elect Director	Elect Director Margaret L. O'Sullivan	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST CEO/Chair Gregory (Greg) Hayes are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
Raytheon Technologies Corporation	RTX	USA	25/04/2022	Elect Director	Elect Director Dinesh C. Palwal	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST CEO/Chair Gregory (Greg) Hayes are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
Raytheon Technologies Corporation	RTX	USA	25/04/2022	Elect Director	Elect Director Ellen M. Pawlikowski	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST CEO/Chair Gregory (Greg) Hayes are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
Raytheon Technologies Corporation	RTX	USA	25/04/2022	Elect Director	Elect Director Denise L. Ramos	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST CEO/Chair Gregory (Greg) Hayes are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
Raytheon Technologies Corporation	RTX	USA	25/04/2022	Elect Director	Elect Director Fredric G. Reynolds	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST CEO/Chair Gregory (Greg) Hayes are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
Raytheon Technologies Corporation	RTX	USA	25/04/2022	Elect Director	Elect Director Brian C. Rogers	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST CEO/Chair Gregory (Greg) Hayes are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
Raytheon Technologies Corporation	RTX	USA	25/04/2022	Elect Director	Elect Director James A. Winnefeld, Jr.	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST CEO/Chair Gregory (Greg) Hayes are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
Raytheon Technologies Corporation	RTX	USA	25/04/2022	Elect Director	Elect Director Robert O. Work	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST CEO/Chair Gregory (Greg) Hayes are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
Raytheon Technologies Corporation	RTX	USA	25/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time. Furthermore, payouts under the annual incentive were commensurate with company performance for the year under review, and a majority of the LTI awards are performance contingent. Moreover, all PSU metrics will utilize multi-year goals in 2022.
Raytheon Technologies Corporation	RTX	USA	25/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Raytheon Technologies Corporation	RTX	USA	25/04/2022	Reduce Supermajority Vote Requirement	Reduce Supermajority Vote Requirement	For	For	A vote FOR this proposal is warranted, as it would facilitate the elimination of Article Ninth, which is a step in a positive direction for the company and represents an enhancement in its corporate governance structure.
RPMGlobal Holdings Limited	RUL	Australia	28/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the adoption of the remuneration report is warranted.
RPMGlobal Holdings Limited	RUL	Australia	28/10/2021	Elect Director	Elect Paul Scurrah as Director	For	For	A vote FOR these nominees is warranted.
RPMGlobal Holdings Limited	RUL	Australia	28/10/2021	Elect Director	Elect Angeleen Jenkins as Director	For	For	A vote FOR these nominees is warranted.

RPMGlobal Holdings Limited	RUL	Australia	28/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted. The proposed amendments include wording that could permit general meetings to be held by virtual-only means. While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at meetings. Virtual-only meetings may impact shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders. It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic; however, this has been addressed by the temporary relief announced by the Australian Government on Aug. 10, 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and executive documents until March 31, 2022 [refer LINK]. Accordingly, there appears no benefit to shareholders from approving this provision at present. Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
Reliance Worldwide Corporation Limited	RWC	Australia	28/10/2021	Elect Director	Elect Darlene Knight as Director	For	For	A vote FOR the election/re-election of independent non-executive directors Darlene Knight (Item 2.1) and Sharon McCrohan (Item 2.2) is warranted as no significant concerns have been identified regarding board and committee composition resulting from their nomination.
Reliance Worldwide Corporation Limited	RWC	Australia	28/10/2021	Elect Director	Elect Sharon McCrohan as Director	For	For	A vote FOR the election/re-election of independent non-executive directors Darlene Knight (Item 2.1) and Sharon McCrohan (Item 2.2) is warranted as no significant concerns have been identified regarding board and committee composition resulting from their nomination.
Reliance Worldwide Corporation Limited	RWC	Australia	28/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	Qualified support for the remuneration report is warranted considering the following: "The STI bonus was paid at close to maximum reflecting good result and strong shareholder returns in the year." The company disclosed a planned annual reduction of fixed remuneration over three years for those executives with above market fixed remuneration. Managing Director and CEO Heath Sharp will receive 20-percent downward adjustment to his fixed remuneration over the next three years; and "The company will be introducing both absolute and relative performance hurdle in FY22 LTI grant which is a step closer to better market practice (see Item 4 below). The qualification is to highlight a medium level of concern identified in the Sustainability Advisory Services quantitative pay for performance analysis. This stems primarily due to a high fixed remuneration and STI bonus, which the company is seeking to address over the next three years. The CEO's fixed remuneration is currently well above peers and the STI bonus is well above peers. The company did not grant the CEO an LTI award during the year (see 'Item 4' below for details of his proposed FY22 LTI grant). Some shareholders may find concern that the company did not adjust executive remuneration despite receiving government benefits as a result of the COVID-19 disruption. There is also a continued absence of disclosure of specific and quantified STI performance hurdle, which prevents shareholders from independently evaluating the rigor of targets and alignment with shareholder expectations.
Reliance Worldwide Corporation Limited	RWC	Australia	28/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Heath Sharp	Against	Against	A vote AGAINST the grant of performance rights to the CEO is warranted due to the following problematic pay provisions: " Excessive quantum in the LTI grant relative to Australian-listed peers;" The vesting provisions for the TSR metric (50-percent weighting) provides for excessive vesting at various levels of performance which is inconsistent with market cap and industry peers; and* The use of fair value in award allocation is inconsistent with better market practice.
Reliance Worldwide Corporation Limited	RWC	Australia	28/10/2021	Renew Partial Takeover Provision	Approve Renewal of Proportional Takeover Provisions	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Royal Bank of Canada	RY	Canada	7/04/2022	Elect Director	Elect Director Andrew A. Chisholm	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Royal Bank of Canada	RY	Canada	7/04/2022	Elect Director	Elect Director Thierry Vandal	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Royal Bank of Canada	RY	Canada	7/04/2022	Elect Director	Elect Director Bridgett A. van Kralingen	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Royal Bank of Canada	RY	Canada	7/04/2022	Elect Director	Elect Director Frank Ytsebaert	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Royal Bank of Canada	RY	Canada	7/04/2022	Elect Director	Elect Director Jeffrey Yabuki	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Royal Bank of Canada	RY	Canada	7/04/2022	Elect Director	Elect Director Jacynthe Cote	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Royal Bank of Canada	RY	Canada	7/04/2022	Elect Director	Elect Director Toos N. Daruvala	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Royal Bank of Canada	RY	Canada	7/04/2022	Elect Director	Elect Director David F. Denison	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Royal Bank of Canada	RY	Canada	7/04/2022	Elect Director	Elect Director Cynthia Devine	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Royal Bank of Canada	RY	Canada	7/04/2022	Elect Director	Elect Director Roberta L. Jamieson	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Royal Bank of Canada	RY	Canada	7/04/2022	Elect Director	Elect Director David McKay	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Royal Bank of Canada	RY	Canada	7/04/2022	Elect Director	Elect Director Kathleen Taylor	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Royal Bank of Canada	RY	Canada	7/04/2022	Elect Director	Elect Director Maryann Turcke	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Royal Bank of Canada	RY	Canada	7/04/2022	Miscellaneous Proposal -- Environmental & Social	SP 7: Produce a Report on Loans Made by the Bank in Support of the Circular Economy	For	For	A vote FOR this proposal is warranted as shareholders would benefit from additional information regarding the company's sustainability commitments and management of related risks.
Royal Bank of Canada	RY	Canada	7/04/2022	Increase Disclosure of Executive Compensation	SP 8: Provide a Report to Shareholders and Publicly Disclose the CEO Compensation to Median Worker Pay Ratio	Against	Against	A vote AGAINST this proposal is warranted at this time as executive compensation programs should be designed to promote pay for performance, taking compensation risk into account, for generating long-term, sustainable growth for shareholders and for the benefit of all employees
Royal Bank of Canada	RY	Canada	7/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (2 percent) were reasonable relative to total fees paid to the auditor.
Royal Bank of Canada	RY	Canada	7/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote on Executive Compensation Approach	For	For	Vote FOR this non-binding advisory vote as there are no significant issues at this time.
Royal Bank of Canada	RY	Canada	7/04/2022	Sustainability Activities and Action	SP 1: Update the Bank's Criteria for Sustainable Finance to Preclude Fossil Fuel Activity and Projects Opposing Indigenous Peoples	Against	Against	A vote AGAINST this shareholder proposal is warranted at this time based on the following considerations: " The bank is taking important steps in terms of commitment and disclosures regarding its financed emissions; " None of the six largest Canadian banks currently has fossil fuels as an exclusionary criterion; " The bank's joining of the Net-Zero Banking Alliance indicates its increased commitment in financing climate transition and the collaborative approach between the private and public sectors; " The importance of a just transition for the oil and gas sector and its impact on the Canadian economy and workforce; and " National financial regulator's increasing commitment to climate risk management in the financial sector including the expected OSFI guidelines for federally regulated financial institutions.
Royal Bank of Canada	RY	Canada	7/04/2022	Human Rights Risk Assessment	SP 2: Assess and Mitigate the Human Rights and Reputational Risks Involved in the Financialization of Housing	For	For	A vote FOR this proposal is warranted as it further strengthens the company's commitment in supporting affordable housing.
Royal Bank of Canada	RY	Canada	7/04/2022	Miscellaneous Proposal -- Environmental & Social	SP 3: Avoid Bank Participation in Pollution-Intensive Asset Privatizations	Against	Against	Vote AGAINST the shareholder proposal. The resolution clause defines pollution-intensive asset privatization as "...the sale of coal, oil or gas assets from public companies to private enterprises". While it can be argued that the bank should consider adverse environmental impacts in connection with the sale of coal, oil or gas assets from public companies to private enterprises, in this case, the blanket prohibition of all coal, oil and gas-related privatizations does not allow due diligence processes the opportunity to provide risk-adjusted assessments. Furthermore, in terms of the bank's drive towards net-zero by 2050, pursuant to global carbon accounting standards, such emissions are currently not included in the bank's financed emissions and are owned by other entities. As such, the shareholder request appears overly prescriptive and not in alignment with the bank's net-zero strategy.
Royal Bank of Canada	RY	Canada	7/04/2022	Company-Specific--Governance-Related	SP 4: Examine the Possibility of Becoming a Benefit Company	Against	Against	A vote AGAINST this shareholder proposal is warranted at this time. The board argues that the bank's purpose and actions clearly demonstrate its commitment to operating responsibly and sustainably and creating value for all of its stakeholders without the need to modify the bank's articles of incorporation to become a benefit company. The bank provides comprehensive disclosure about actions it has taken that show a commitment to healthy communities and sustainable and fair operations. In addition, the bank has disclosed an oversight structure in place to ensure that it is operating in an ethical, socially responsible and environmentally conscious manner. There are many unknowns associated with the benefit corporation structure and it is not clear that a conversion would cause any change in its business practices. In addition, the bank indicates that "...it is also not possible for RBC to implement the change sought by this proposal as the Bank Act (Canada) does not allow the bank to amend its articles of incorporation to qualify as a benefit corporation." As such, the request for the board to take steps to change the form of company incorporation does not appear to be necessary and this proposal does not warrant support.
Royal Bank of Canada	RY	Canada	7/04/2022	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	SP 5: Adopt an Annual Advisory Vote Policy on the Bank's Environmental and Climate Change Action Plan and Objectives	For	For	A vote FOR this proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change related risks and it would allow shareholders to express their opinions on the climate risk management practices of the company.
Royal Bank of Canada	RY	Canada	7/04/2022	Company-Specific -- Miscellaneous	SP 6: Adopt French as the Official Language of the Bank	Against	Against	A vote AGAINST this shareholder proposal is warranted at this time. The bank already noted that for its shareholder meetings, shareholders have access to simultaneous interpretation into French at all times. In addition, all shareholders at the meetings have an option to communicate with the bank and with the transfer agent, Computershare Trust Company of Canada, in French and they can elect to receive annual meeting materials and other communications in French. The bank emphasizes on its global presence and the fact that the vast majority of the bank's shareholders are located outside of Quebec and communicate in English, holding annual meetings entirely in French is not feasible. The board also noted that "the Bank Act (Canada) does not allow for banks to modify their articles of incorporation". Considering the above and the fact that the bank is already complying with all laws and regulations applicable to doing business Quebec, including those that pertain to the French language, the request of the proponent pertaining to amend bank's by-laws to include French as the official language of the bank appears to be overly prescriptive and hence a vote AGAINST this shareholder proposal is warranted at this time.
SentinelOne, Inc.	S	USA	30/06/2022	Elect Director	Elect Director Daniel Scheinman	Withhold	Withhold	WITHHOLD votes are warranted for Tomer Weingarten, Daniel (Dan) Scheinman, and Teddie Wardi given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.
SentinelOne, Inc.	S	USA	30/06/2022	Elect Director	Elect Director Teddie Wardi	Withhold	Withhold	WITHHOLD votes are warranted for Tomer Weingarten, Daniel (Dan) Scheinman, and Teddie Wardi given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.
SentinelOne, Inc.	S	USA	30/06/2022	Elect Director	Elect Director Tomer Weingarten	Withhold	Withhold	WITHHOLD votes are warranted for Tomer Weingarten, Daniel (Dan) Scheinman, and Teddie Wardi given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.
SentinelOne, Inc. South32 Ltd.	S	USA	30/06/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
South32 Ltd.	S32	Australia	28/10/2021	Elect Director	Elect Wayne Osborn as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.
South32 Ltd.	S32	Australia	28/10/2021	Elect Director	Elect Keith Rumble as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.

South32 Ltd.	S32	Australia	28/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted. No material misalignment between pay and performance and shareholder outcomes is noted.* Fixed remuneration is consistent with peers.* STI bonuses in FY21 are consistent with improved results in the year (and include the application of some negative board discretion), and* There was no LTI vesting for the second consecutive year to reflect weak performance relative to peers.The board took steps in FY21 to realign executive remuneration with shareholder outcomes and expectations and company performance including:* No increases in fixed remuneration and director fees in FY21 and which will remain unchanged in FY22.* Board discretion to apply a negative modifier to the CEO's FY21 STI bonus in recognizing the fatality in South Africa, and* The CEO's FY22 LTI quantum has been reduced from 300 to 200 percent of fixed remuneration.However, shareholder concerns requiring scrutiny are as follows* The FY21 LTI award to the CEO as approved by shareholders at the 2020 AGM was excessive at 300 percent of fixed remuneration.* Inclusion of non-financial performance measures in the FY22 LTI grant relating to strategic portfolio transition targets (10 percent) and climate change measures (10 percent), are poorly disclosed while designed as the company's response in progressing emissions objectives, and* Granting retention and transition awards to KMP is not in line with market.
South32 Ltd.	S32	Australia	28/10/2021	Approve Share Plan Grant	Approve Grant of Rights to Graham Kerr	For	For	A qualified vote FOR the grant of rights to CEO Graham Kerr is warranted.* The quantum of the STI deferred rights is in line with market and the quantum of LTI performance rights have been reduced substantially.* The structure of deferral of half the STI award and the four-year performance period for the LTI grant is consistent with market practice and shareholder interests.* A majority of the LTI award (80 percent) is aligned on improved shareholder returns.The qualified support for this resolution is based on concerns for the high quantum of the LTI award which remains above market median and* 20 percent of the award will be based on non-financial metrics that are poorly disclosed and potentially awarded on a subjective board assessment of performance against portfolio changes (10 percent) and climate change targets (10 percent), both of which are intended to be the company's response to global emissions reduction requirements.
South32 Ltd.	S32	Australia	28/10/2021	Approve or Amend Severance Agreements/Change-in-Control Agreements	Approve Leaving Entitlements	For	For	A vote FOR this resolution is warranted because no significant concerns have been identified.
South32 Ltd.	S32	Australia	28/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted, as the request to amend the company's constitution is potentially broad with no regulatory framework to oversee shareholder proposals.The Board has confirmed its willingness to engage with shareholders and other stakeholder groups with a view to addressing their concerns.
South32 Ltd.	S32	Australia	28/10/2021	Report on Climate Change	Approve Climate-Related Lobbying	For	For	A vote FOR this resolution is warranted at this time.* The company's approach to reviewing its membership of industry associations is disclosed and where sufficiently material climate change advocacy inconsistencies are identified the company disclosed that it will instigate action, including termination of membership.* The Board has recommended support for this resolution and intends to submit a non-binding "Say on Climate" resolution at its 2022 AGM to allow shareholders a further opportunity to consider the company's approach to industry association membership and advocacy.
Science Applications International Corporation	SAIC	USA	8/06/2022	Elect Director	Elect Director Robert A. Bedingfield	For	For	A vote FOR the director nominees is warranted.
Science Applications International Corporation	SAIC	USA	8/06/2022	Elect Director	Elect Director Carol A. Goode	For	For	A vote FOR the director nominees is warranted.
Science Applications International Corporation	SAIC	USA	8/06/2022	Elect Director	Elect Director Garth N. Graham	For	For	A vote FOR the director nominees is warranted.
Science Applications International Corporation	SAIC	USA	8/06/2022	Elect Director	Elect Director John J. Hamre	For	For	A vote FOR the director nominees is warranted.
Science Applications International Corporation	SAIC	USA	8/06/2022	Elect Director	Elect Director Yvette M. Kanouff	For	For	A vote FOR the director nominees is warranted.
Science Applications International Corporation	SAIC	USA	8/06/2022	Elect Director	Elect Director Nazziq S. Keene	For	For	A vote FOR the director nominees is warranted.
Science Applications International Corporation	SAIC	USA	8/06/2022	Elect Director	Elect Director Timothy J. Mayopoulos	For	For	A vote FOR the director nominees is warranted.
Science Applications International Corporation	SAIC	USA	8/06/2022	Elect Director	Elect Director Katharina G. McFarland	For	For	A vote FOR the director nominees is warranted.
Science Applications International Corporation	SAIC	USA	8/06/2022	Elect Director	Elect Director Milford W. McGuirt	For	For	A vote FOR the director nominees is warranted.
Science Applications International Corporation	SAIC	USA	8/06/2022	Elect Director	Elect Director Donna S. Morea	For	For	A vote FOR the director nominees is warranted.
Science Applications International Corporation	SAIC	USA	8/06/2022	Elect Director	Elect Director Steven R. Shane	For	For	A vote FOR the director nominees is warranted.
Science Applications International Corporation	SAIC	USA	8/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Science Applications International Corporation	SAIC	USA	8/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
SailPoint Technologies Holdings, Inc.	SAIL	USA	28/04/2022	Elect Director	Elect Director Cam McMartin	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Cam McMartin, Heidi Melin, and James (Jim) Pflaging given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.
SailPoint Technologies Holdings, Inc.	SAIL	USA	28/04/2022	Elect Director	Elect Director Heidi M. Melin	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Cam McMartin, Heidi Melin, and James (Jim) Pflaging given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.
SailPoint Technologies Holdings, Inc.	SAIL	USA	28/04/2022	Elect Director	Elect Director James M. Pflaging	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Cam McMartin, Heidi Melin, and James (Jim) Pflaging given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.
SailPoint Technologies Holdings, Inc.	SAIL	USA	28/04/2022	Ratify Auditors	Ratify Grant Thornton LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
SailPoint Technologies Holdings, Inc.	SAIL	USA	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. While pay and performance were aligned for the year in review, the company paid severance to certain NEOs upon a mutually agreed upon termination, which does not clearly indicate an involuntary termination, and a resignation. The payment of severance upon a voluntary resignation is not a common market practice, as severance is intended as a protection against involuntary job loss.
SailPoint Technologies Holdings, Inc.	SAIL	USA	30/06/2022	Approve Merger Agreement	Approve Merger Agreement	For	For	A vote FOR this proposal is warranted given the premium to the unaffected share price and the recent trading range, the cash form of consideration, which provides immediate liquidity and certainty of value, as well as the apparent downside risk of non-approval given the outperformance of SAIL shares since announcement relative to peers.
SailPoint Technologies Holdings, Inc.	SAIL	USA	28/04/2022	Advisory Vote on Golden Parachutes	Advisory Vote on Golden Parachutes	For	For	A vote FOR this proposal is warranted. Cash severance is double trigger, reasonably based, and no excise tax gross-ups are payable. Additionally, unvested equity awards will be converted to cash awards with vesting terms maintained, subject to double trigger accelerated vesting.
SailPoint Technologies Holdings, Inc.	SAIL	USA	28/04/2022	Adjourn Meeting	Adjourn Meeting	For	For	A vote FOR this proposal is warranted as the underlying transaction warrants shareholder support.
Banco Santander SA	SAN	Spain	31/03/2022	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated and Standalone Financial Statements	For	For	A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Banco Santander SA	SAN	Spain	31/03/2022	Accept/Approve Corporate Social Responsibility Report	Approve Non-Financial Information Statement	For	For	A vote FOR this item is warranted due to a lack of specific concern about the non-financial information reported by the company.
Banco Santander SA	SAN	Spain	31/03/2022	Approve Discharge of Board and President	Approve Discharge of Board	For	For	A vote FOR this resolution is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Banco Santander SA	SAN	Spain	31/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends	For	For	A vote FOR this item is warranted due to a lack of concerns about the proposed income allocation and shareholder remuneration.
Banco Santander SA	SAN	Spain	31/03/2022	Fix Number of Directors and/or Auditors	Fix Number of Directors at 15	For	For	A vote FOR this resolution is warranted as the proposed board size would remain within the 15-director limit as per local code of best practice.
Banco Santander SA	SAN	Spain	31/03/2022	Elect Director	Elect German de la Fuente as Director	For	For	A vote FOR Items 3.B, 3.C, and 3.E is warranted due to a lack of concerns about the independent director nominees.A vote FOR Item 3.D is warranted due to a lack of concerns about the CEO nominee.A vote FOR the reelection of NI-NEDs Isasi and Rial under Items 3.F and 3.G is warranted, as the board meets the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies and there are no concerns about these nominees.
Banco Santander SA	SAN	Spain	31/03/2022	Elect Director	Reelect Henrique de Castro as Director	For	For	A vote FOR Items 3.B, 3.C, and 3.E is warranted due to a lack of concerns about the independent director nominees.A vote FOR Item 3.D is warranted due to a lack of concerns about the CEO nominee.A vote FOR the reelection of NI-NEDs Isasi and Rial under Items 3.F and 3.G is warranted, as the board meets the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies and there are no concerns about these nominees.
Banco Santander SA	SAN	Spain	31/03/2022	Elect Director	Reelect Jose Antonio Alvarez as Director	For	For	A vote FOR Items 3.B, 3.C, and 3.E is warranted due to a lack of concerns about the independent director nominees.A vote FOR Item 3.D is warranted due to a lack of concerns about the CEO nominee.A vote FOR the reelection of NI-NEDs Isasi and Rial under Items 3.F and 3.G is warranted, as the board meets the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies and there are no concerns about these nominees.
Banco Santander SA	SAN	Spain	31/03/2022	Elect Director	Reelect Belen Romana as Director	For	For	A vote FOR Items 3.B, 3.C, and 3.E is warranted due to a lack of concerns about the independent director nominees.A vote FOR Item 3.D is warranted due to a lack of concerns about the CEO nominee.A vote FOR the reelection of NI-NEDs Isasi and Rial under Items 3.F and 3.G is warranted, as the board meets the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies and there are no concerns about these nominees.
Banco Santander SA	SAN	Spain	31/03/2022	Elect Director	Reelect Luis Isasi as Director	For	For	A vote FOR Items 3.B, 3.C, and 3.E is warranted due to a lack of concerns about the independent director nominees.A vote FOR Item 3.D is warranted due to a lack of concerns about the CEO nominee.A vote FOR the reelection of NI-NEDs Isasi and Rial under Items 3.F and 3.G is warranted, as the board meets the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies and there are no concerns about these nominees.

Banco Santander SA	SAN	Spain	31/03/2022	Elect Director	Reelect Sergio Rial as Director	For	For	A vote FOR Items 3.B, 3.C, and 3.E is warranted due to a lack of concerns about the independent director nominees. A vote FOR Item 3.D is warranted due to a lack of concerns about the CEO nominee. A vote FOR the reelection of NI-NEDs Isasi and Rial under Items 3.F and 3.G is warranted, as the board meets the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies and there are no concerns about these nominees.
Banco Santander SA	SAN	Spain	31/03/2022	Ratify Auditors	Ratify Appointment of PricewaterhouseCoopers as Auditor	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Banco Santander SA	SAN	Spain	31/03/2022	Amend Articles/Charter Equity-Related	Amend Articles Re: Form of Shares and Transfer of Shares	For	For	A vote FOR these items is warranted, as the proposed bylaw amendments, most of which align the company bylaws with updated legal provisions, are deemed uncontroversial.
Banco Santander SA	SAN	Spain	31/03/2022	Amend Articles/Charter Equity-Related	Amend Article 16 Re: Capital Reduction	For	For	A vote FOR these items is warranted, as the proposed bylaw amendments, most of which align the company bylaws with updated legal provisions, are deemed uncontroversial.
Banco Santander SA	SAN	Spain	31/03/2022	Amend Articles/Charter Equity-Related	Amend Article 19 Re: Issuance of Other Securities	For	For	A vote FOR these items is warranted, as the proposed bylaw amendments, most of which align the company bylaws with updated legal provisions, are deemed uncontroversial.
Banco Santander SA	SAN	Spain	31/03/2022	Allow Shareholder Meetings to be Held in Virtual-Only Format	Amend Article 26 Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	A vote FOR these items is warranted, as the proposed bylaw amendments, most of which align the company bylaws with updated legal provisions, are deemed uncontroversial.
Banco Santander SA	SAN	Spain	31/03/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles Re: Board Secretary and Presiding Committee of the General Shareholders' Meeting	For	For	A vote FOR these items is warranted, as the proposed bylaw amendments, most of which align the company bylaws with updated legal provisions, are deemed uncontroversial.
Banco Santander SA	SAN	Spain	31/03/2022	Amend Articles Board-Related	Amend Article 48 Re: Executive Chair	For	For	A vote FOR these items is warranted, as the proposed bylaw amendments, most of which align the company bylaws with updated legal provisions, are deemed uncontroversial.
Banco Santander SA	SAN	Spain	31/03/2022	Amend Articles Board-Related	Amend Article 52 Re: Audit Committee	For	For	A vote FOR these items is warranted, as the proposed bylaw amendments, most of which align the company bylaws with updated legal provisions, are deemed uncontroversial.
Banco Santander SA	SAN	Spain	31/03/2022	Amend Articles/Charter Compensation-Related	Amend Articles Re: Director Remuneration	For	For	A vote FOR these items is warranted, as the proposed bylaw amendments, most of which align the company bylaws with updated legal provisions, are deemed uncontroversial.
Banco Santander SA	SAN	Spain	31/03/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Add Article 64 bis Re: Prior Authorization for the Payment of Dividends	For	For	A vote FOR these items is warranted, as the proposed bylaw amendments, most of which align the company bylaws with updated legal provisions, are deemed uncontroversial.
Banco Santander SA	SAN	Spain	31/03/2022	Approve/Amend Regulations on General Meetings	Amend Article 6 of General Meeting Regulations Re: Information Available as of the Date of the Call to Meeting	For	For	A vote FOR these items is warranted, as the proposed bylaw amendments, most of which align the company bylaws with updated legal provisions, are deemed uncontroversial.
Banco Santander SA	SAN	Spain	31/03/2022	Approve/Amend Regulations on General Meetings	Amend Article 13 of General Meeting Regulations Re: Presiding Committee of the General Shareholders' Meeting	For	For	A vote FOR these items is warranted, as the proposed bylaw amendments, most of which align the company bylaws with updated legal provisions, are deemed uncontroversial.
Banco Santander SA	SAN	Spain	31/03/2022	Allow Shareholder Meetings to be Held in Virtual-Only Format	Add New Article 15 bis and Amend Article 19 of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	A vote FOR these items is warranted, as the proposed bylaw amendments, most of which align the company bylaws with updated legal provisions, are deemed uncontroversial.
Banco Santander SA	SAN	Spain	31/03/2022	Approve/Amend Regulations on General Meetings	Amend Article 17 of General Meeting Regulations Re: Presentations	For	For	A vote FOR these items is warranted, as the proposed bylaw amendments, most of which align the company bylaws with updated legal provisions, are deemed uncontroversial.
Banco Santander SA	SAN	Spain	31/03/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	For	For	A vote FOR this item is warranted, as the request complies with the 10 percent guideline for non-rights issue.
Banco Santander SA	SAN	Spain	31/03/2022	Approve Reduction in Share Capital	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	For	A vote FOR these items is warranted as it facilitates the return of capital to shareholders and may improve the efficiency of the balance sheet, which may also enhance returns over the long term.
Banco Santander SA	SAN	Spain	31/03/2022	Approve Reduction in Share Capital	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	For	A vote FOR these items is warranted as it facilitates the return of capital to shareholders and may improve the efficiency of the balance sheet, which may also enhance returns over the long term.
Banco Santander SA	SAN	Spain	31/03/2022	Approve Reduction in Share Capital	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	For	A vote FOR these items is warranted as it facilitates the return of capital to shareholders and may improve the efficiency of the balance sheet, which may also enhance returns over the long term.
Banco Santander SA	SAN	Spain	31/03/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR these items is warranted because: " The use of stock options under variable remuneration schemes may mitigate some pay for performance concerns, as any capital gains from the exercise of options should result in a lower value than the vesting of share awards." The vesting requirements under the relative TSR component have been made stricter and clearer with 50 percent vesting for 40th percentile ranking vs 33 percent vesting for 33rd percentile ranking, currently. " The board has introduced ESG-related metrics under the long-term incentive scheme, aligning with its practices with industry standards. However, this is not without the following concerns: " Long-term incentives only account for 36 percent of total variable pay, which makes the pay mix insufficiently long-term oriented." Albeit stricter, the relative TSR vesting schedule allows pay below median." The proposed policy, which maintains the same structure and quantum overall, may not fully address recurrent pay for performance concerns.
Banco Santander SA	SAN	Spain	31/03/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors	For	For	A vote FOR this resolution is warranted because the proposed remuneration for board-related duties is within market standards.
Banco Santander SA	SAN	Spain	31/03/2022	Fix Maximum Variable Compensation Ratio	Fix Maximum Variable Compensation Ratio	For	For	A vote FOR this resolution is warranted, as the 2:1 ratio helps the company to attract, retain, and motivate talent. However, pay for performance concerns are recurrent in this company and the proposed ratio may not help the bank to address these concerns.
Banco Santander SA	SAN	Spain	31/03/2022	Approve/Amend Deferred Share Bonus Plan	Approve Deferred Multiyear Objectives Variable Remuneration Plan	For	For	A vote FOR these items is warranted because: " The use of stock options under variable remuneration schemes may mitigate some pay for performance concerns, as any capital gains from the exercise of options should result in a lower value than the vesting of share awards." The vesting requirements under the relative TSR component have been made stricter and clearer with 50 percent vesting for 40th percentile ranking vs 33 percent vesting for 33rd percentile ranking, currently. " The board has introduced ESG-related metrics under the long-term incentive scheme, aligning with its practices with industry standards. However, this is not without the following concerns: " Long-term incentives only account for 36 percent of total variable pay, which makes the pay mix insufficiently long-term oriented." Albeit stricter, the relative TSR vesting schedule allows pay below median." The proposed policy, which maintains the same structure and quantum overall, may not fully address recurrent pay for performance concerns.
Banco Santander SA	SAN	Spain	31/03/2022	Company-Specific Compensation-Related	Approve Buy-out Policy	For	For	A vote FOR this resolution is warranted because the features of the buy-out awards are acceptable and give the company a useful instrument to attract talent.
Banco Santander SA	SAN	Spain	31/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote on Remuneration Report	For	For	A vote FOR this item is warranted because: " Disclosure is above par." 2021 variable remuneration targets were aligned with company guidance. However, this is not without the following concerns: " Pay for performance concerns have been a recurring issue in Banco Santander. These concerns are likely based on salary levels standing well above peer median on which the entire pay package is built." Long-term incentives account for 36 percent of total variable remuneration, which makes performance-based pay insufficiently long-term oriented." For the 2022-2024 LTIP, the vesting schedule under the relative TSR component allows pay below median performance.
Banco Santander SA	SAN	Spain	31/03/2022	Authorize Board to Ratify and Execute Approved Resolutions	Authorize Board to Ratify and Execute Approved Resolutions	For	For	A vote FOR this standard resolution is warranted as it provides the board with the means to carry out the agreements validly adopted by the general meeting.
Sanofi	SAN	France	3/05/2022	Accept Financial Statements and Statutory Reports	Approve Financial Statements and Statutory Reports	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Sanofi	SAN	France	3/05/2022	Elect Director	Elect Antoine Yver as Director	For	For	* Votes FOR the (re)elections of these independent nominees are warranted (Items 6-10). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 62.5 percent vs 33.3 percent recommended); excluding government representatives, employee representatives, and employee shareholder representatives (if any): 71.4 percent vs 50 percent recommended) (Items 4 and 5).
Sanofi	SAN	France	3/05/2022	Remuneration-Related	Approve Compensation Report of Corporate Officers	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Sanofi	SAN	France	3/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Serge Weinberg, Chairman of the Board	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Sanofi	SAN	France	3/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Paul Hudson, CEO	For	For	A vote FOR this remuneration report is warranted although the following concerns are raised: " Under LTIP's structure an overachieved criterion can offset one underachieved; " The free-cash flow performance criterion attached to the granted LTIP allows vesting for underperformance budget; " There is a partial compensation effect under the sign-on bonus scheme. The main reasons for support are: " The second tranche of the sign-on bonus is not fully vested and ; and " There are no other concerns.
Sanofi	SAN	France	3/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Directors	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Sanofi	SAN	France	3/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Chairman of the Board	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Sanofi	SAN	France	3/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of CEO	For	For	A vote FOR this remuneration policy is warranted although the following concerns are raised: " The policy proposes a base salary increase with limited rationale; " The company fails to disclose the performance shares plan rules; and " The description of the derogation's scope included in the remuneration policy and limited to the performance conditions remains relatively vague. The main reasons for support are: " The company slightly improves its disclosure on the bonus CSR performance criterion; and " There are no other concerns.
Sanofi	SAN	France	3/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	Such share buyback programs merit a vote FOR.
Sanofi	SAN	France	3/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Article 25 of Bylaws Re: Dividends	For	For	This proposal merits a vote FOR as it is deemed non-contentious.
Sanofi	SAN	France	3/05/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Filing of Required Documents/Other Formalities	For	For	A vote FOR this routine item is warranted.
Sanofi	SAN	France	3/05/2022	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated Financial Statements and Statutory Reports	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Sanofi	SAN	France	3/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 3.33 per Share	For	For	A vote FOR this item is warranted as it does not raise concerns.
Sanofi	SAN	France	3/05/2022	Elect Director	Reelect Paul Hudson as Director	For	For	* Votes FOR the (re)elections of these independent nominees are warranted (Items 6-10). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 62.5 percent vs 33.3 percent recommended); excluding government representatives, employee representatives, and employee shareholder representatives (if any): 71.4 percent vs 50 percent recommended) (Items 4 and 5).
Sanofi	SAN	France	3/05/2022	Elect Director	Reelect Christophe Babule as Director	For	For	* Votes FOR the (re)elections of these independent nominees are warranted (Items 6-10). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 62.5 percent vs 33.3 percent recommended); excluding government representatives, employee representatives, and employee shareholder representatives (if any): 71.4 percent vs 50 percent recommended) (Items 4 and 5).

Sanofi	SAN	France	3/05/2022	Elect Director	Reelect Patrick Kron as Director	For	For	* Votes FOR the (re)elections of these independent nominees are warranted (Items 6-10). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 62.5 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 71.4 percent vs 50 percent recommended) (Items 4 and 5).
Sanofi	SAN	France	3/05/2022	Elect Director	Reelect Gilles Schnepf as Director	For	For	* Votes FOR the (re)elections of these independent nominees are warranted (Items 6-10). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 62.5 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 71.4 percent vs 50 percent recommended) (Items 4 and 5).
Sanofi	SAN	France	3/05/2022	Elect Director	Elect Carole Ferrand as Director	For	For	* Votes FOR the (re)elections of these independent nominees are warranted (Items 6-10). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 62.5 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 71.4 percent vs 50 percent recommended) (Items 4 and 5).
Sanofi	SAN	France	3/05/2022	Elect Director	Elect Emile Voest as Director	For	For	* Votes FOR the (re)elections of these independent nominees are warranted (Items 6-10). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 62.5 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 71.4 percent vs 50 percent recommended) (Items 4 and 5).
Banco Santander (Brasil) SA	SANB11	Brazil	17/12/2021	Fix Number of Directors and/or Auditors	Fix Number of Directors at 11	For	For	A vote FOR this administrative request is warranted.
Banco Santander (Brasil) SA	SANB11	Brazil	17/12/2021	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Against	Against	A vote AGAINST this request is warranted because lack of timely disclosure prevents international institutional investors from making an informed voting decision.
Banco Santander (Brasil) SA	SANB11	Brazil	17/12/2021	Adopt Cumulative Voting for the Election of the Members of the Board of Directors at this Meeting	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 5, 6.1-6.3 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Banco Santander (Brasil) SA	SANB11	Brazil	17/12/2021	Elect Directors (Bundled)	Elect Directors	For	For	A vote FOR this item is warranted because: " The company has published the candidates' biographical information;" There are no known concerns regarding the proposed nominees; and* Although the overall board independence would be reduced, the proposed board would include a reasonable number of independent directors.
Banco Santander (Brasil) SA	SANB11	Brazil	17/12/2021	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Against	Against	A vote AGAINST this request is warranted because potential changes in the board slate composition can impact the board's independence level in a way that cannot be anticipated by shareholders at this time. As such, due to the lack of timely disclosure, international institutional investors are prevented from making an informed voting decision.
Banco Santander (Brasil) SA	SANB11	Brazil	17/12/2021	In Case Cumulative Voting is Adopted, Do You Wish to Equally Distribute Your Votes to All Nominees in the Slate? OR In Case Cumulative Voting is Adopted, Do You Wish to Equally Distribute Your Votes for Each Supported Nominee?	In Case Cumulative Voting is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 5, 6.1-6.3 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Banco Santander (Brasil) SA	SANB11	Brazil	17/12/2021	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Mario Roberto Opice Leao as Director	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 5, 6.1-6.3 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Banco Santander (Brasil) SA	SANB11	Brazil	17/12/2021	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Angel Santodomingo Martell as Director	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 5, 6.1-6.3 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Banco Santander (Brasil) SA	SANB11	Brazil	17/12/2021	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - Elect Alberto Monteiro de Queiroz Netto as Director	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 5, 6.1-6.3 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Banco Santander (Brasil) SA	SANB11	Brazil	17/12/2021	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain	Abstain	An ABSTAIN vote is warranted for this item because, by the time this analysis was concluded, no minority board nominee had been disclosed by the company.
Banco Santander (Brasil) SA	SANB11	Brazil	17/12/2021	Elect Board Chairman/Vice-Chairman	Elect Sergio Agapito Lires Rial as Board Chairman	For	For	Under this agenda item, the company proposes to elect its resigning CEO, Sergio Agapito Lires Rial, to serve as board chair for the remainder of the current two-year term, ending at the 2023 AGM. The nominee will resign from the executive position before becoming board chair, thus avoiding a chair/CEO structure. The new non-independent chair will replace Alvaro Antonio Cardoso de Souza, who is classified as independent. Although there are no known concerns regarding the chair candidate, the replacement of an independent chair with a non-independent nominee would potentially decrease the company's corporate governance. As such, a cautionary vote FOR this item is recommended.
Banco Santander (Brasil) SA	SANB11	Brazil	17/12/2021	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Fiscal Council Members	For	For	A vote FOR this item is warranted because: " The company has provided the detailed biographical information of the nominees; and" There are no known concerns regarding the fiscal council or the candidates.
Banco Santander (Brasil) SA	SANB11	Brazil	17/12/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2021	For	For	A vote FOR this routine proposal is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.
Banco Santander (Brasil) SA	SANB11	Brazil	17/12/2021	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends	For	For	A vote FOR this item is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.
Banco Santander (Brasil) SA	SANB11	Brazil	17/12/2021	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Remuneration of Company's Management and Audit Committee	Against	Against	A vote AGAINST this proposal is warranted because the figure reported by the company for the total compensation of its highest-paid administrator does not appear inclusive of all elements of the executive's pay.
Banco Santander (Brasil) SA	SANB11	Brazil	17/12/2021	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	For	For	A vote FOR this proposal is warranted because: * The installation of a fiscal council could potentially improve the company's governance and bring greater corporate oversight; and * The names of the fiscal council nominee and alternate appointed by minority shareholders have been disclosed.
SAP SE	SAP	Germany	18/05/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)			This is a non-voting item.
SAP SE	SAP	Germany	18/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 1.95 per Share and Special Dividends of EUR 0.50 per Share	For	For	A vote FOR this resolution is warranted.
SAP SE	SAP	Germany	18/05/2022	Approve Discharge of Management Board	Approve Discharge of Management Board for Fiscal Year 2021	For	For	A votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
SAP SE	SAP	Germany	18/05/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
SAP SE	SAP	Germany	18/05/2022	Ratify Auditors	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For	Votes FOR are warranted because there are no concerns regarding these proposals.
SAP SE	SAP	Germany	18/05/2022	Ratify Auditors	Ratify BDO AG as Auditors for Fiscal Year 2023	For	For	Votes FOR are warranted because there are no concerns regarding these proposals.
SAP SE	SAP	Germany	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted because the company's remuneration practices and disclosures are in line with, and exceed in many respects, market practice and appear to provide a good pay-for-performance alignment. However: * A portion of the LTIP is time-based, which is not in line with market practice. * A special bonus for fiscal 2020 was paid during the year under review; however, the company has provided a compelling rationale for this.
SAP SE	SAP	Germany	18/05/2022	Elect Supervisory Board Member	Elect Hasso Plattner to the Supervisory Board	For	For	Votes FOR the proposed nominees are warranted.
SAP SE	SAP	Germany	18/05/2022	Elect Supervisory Board Member	Elect Rouven Westphal to the Supervisory Board	For	For	Votes FOR the proposed nominees are warranted.
SAP SE	SAP	Germany	18/05/2022	Elect Supervisory Board Member	Elect Gunnar Wiedentfels to the Supervisory Board	For	For	Votes FOR the proposed nominees are warranted.
SAP SE	SAP	Germany	18/05/2022	Elect Supervisory Board Member	Elect Jennifer Xin-Zhe Li to the Supervisory Board	For	For	Votes FOR the proposed nominees are warranted.
SAP SE	SAP	Germany	18/05/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Supervisory Board Members	For	For	A vote FOR the proposed change in the remuneration schedule for supervisory board members is warranted.
SBA Communications Corporation	SBAC	USA	12/05/2022	Elect Director	Elect Director Kevin L. Beebe	For	For	A vote FOR the director nominees is warranted.
SBA Communications Corporation	SBAC	USA	12/05/2022	Elect Director	Elect Director Jack Langer	For	For	A vote FOR the director nominees is warranted.
SBA Communications Corporation	SBAC	USA	12/05/2022	Elect Director	Elect Director Jeffrey A. Stoops	For	For	A vote FOR the director nominees is warranted.
SBA Communications Corporation	SBAC	USA	12/05/2022	Elect Director	Elect Director Jay L. Johnson	For	For	A vote FOR the director nominees is warranted.
SBA Communications Corporation	SBAC	USA	12/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
SBA Communications Corporation	SBAC	USA	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily linked to pre-set financial metrics and long-term incentives are chiefly performance-conditioned. Some concerns remain related to the degree of subjectivity utilized in the annual incentives, the lack of a payout cap when absolute TSR results are negative, and the use of the AFFO per share metric in both incentive plans.

St. Barbara Limited	SBM	Australia	27/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	Support for the remuneration report is warranted as there appears to be no material disconnect between pay and performance for the year under review; In addition, the disclosure and structure of the STI and LTI appears reasonable.
St. Barbara Limited	SBM	Australia	27/10/2021	Elect Director	Elect Kerry Gleeson as Director	For	For	A vote FOR the re-election of independent directors Kerry Gleeson (Item 2) and Stefanie Loader (Item 3) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
St. Barbara Limited	SBM	Australia	27/10/2021	Elect Director	Elect Stef Loader as Director	For	For	A vote FOR the re-election of independent directors Kerry Gleeson (Item 2) and Stefanie Loader (Item 3) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
St. Barbara Limited	SBM	Australia	27/10/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Craig Jetson	For	For	A vote FOR FY22 grants of performance rights to Managing Director and CEO Craig Jetson is warranted because the terms of the proposed equity plan (e.g. three-year vesting period, performance requirement for vesting, positive TSR gate in relative TSR performance and change in control) are not problematic and consistent with shareholder interests and market practice, and disclosure is clear and concise.
St. Barbara Limited	SBM	Australia	27/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST the proposed amendments to the company's constitution is warranted as there is a provision that will permit general meetings to be held by virtual-only means. While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any changes to completely eliminate any physical attendance at a meeting. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders. Constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders. Corporate governance concerns exist where entities convene virtual-only meetings, given that this may diminish transparency and accountability, including shareholder rights to ask questions and holding directors publicly accountable.
St. Barbara Limited	SBM	Australia	27/10/2021	Renew Partial Takeover Provision	Approve Reinstatement of the Proportional Takeover Provisions in the Company's Constitution	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Signature Bank	SBNY	USA	27/04/2022	Elect Director	Elect Director Derrick D. Cephas	For	For	A vote FOR the director nominees is warranted.
Signature Bank	SBNY	USA	27/04/2022	Elect Director	Elect Director Judith A. Huntington	For	For	A vote FOR the director nominees is warranted.
Signature Bank	SBNY	USA	27/04/2022	Elect Director	Elect Director Eric R. Howell	For	For	A vote FOR the director nominees is warranted.
Signature Bank	SBNY	USA	27/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Signature Bank	SBNY	USA	27/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are aligned for the year in review. Annual incentives primarily rely on pre-set objective measures with reasonable disclosure of qualitative metric details. In addition, the long-term incentives are primarily performance-based, utilize multi-year performance periods, set target payouts for relative metrics at above median performance, and cap the award payouts for negative absolute results over the performance period.
Signature Bank	SBNY	USA	27/04/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	A vote FOR this proposal is warranted, given that the terms of the repurchase program are reasonable, and benefits are expected to accrue to all shareholders.
Signature Bank	SBNY	USA	27/04/2022	Declassify the Board of Directors	Declassify the Board of Directors	For	For	A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.
J Sainsbury Plc	SBRY	United Kingdom	9/07/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
J Sainsbury Plc	SBRY	United Kingdom	9/07/2021	Elect Director	Re-elect Simon Roberts as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
J Sainsbury Plc	SBRY	United Kingdom	9/07/2021	Elect Director	Re-elect Martin Scicluna as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
J Sainsbury Plc	SBRY	United Kingdom	9/07/2021	Elect Director	Re-elect Keith Weed as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
J Sainsbury Plc	SBRY	United Kingdom	9/07/2021	Ratify Auditors	Reappoint Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
J Sainsbury Plc	SBRY	United Kingdom	9/07/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
J Sainsbury Plc	SBRY	United Kingdom	9/07/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
J Sainsbury Plc	SBRY	United Kingdom	9/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
J Sainsbury Plc	SBRY	United Kingdom	9/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
J Sainsbury Plc	SBRY	United Kingdom	9/07/2021	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
J Sainsbury Plc	SBRY	United Kingdom	9/07/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
J Sainsbury Plc	SBRY	United Kingdom	9/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is considered warranted, although it is not without concern for shareholders.* The Remuneration Committee exercised discretion and adjusted the PBT outcome under the annual bonus and certain performance outcomes under the FY2019 LTIP awards to take into account the costs of managing COVID-19 and the repayment of business rates relief. The PBT element comprised 50% of the total bonus and the adjustment increased vesting under this element from nil to 50% (or 25% of the overall bonus opportunity). Following adjustment, vesting under the ROCE LTIP performance metric, comprising 25% of the award, was also increased.* The CFO's LTIP award is increased from 200% to 250% of salary for FY2022 and to 225% of salary from FY2023. The main reasons for support: " Part of the adjustment is based on the fact that the Company's repayment of business rates relief was not forecast at the time that the bonus targets were initially set. Moreover, COVID-19 costs were only adjusted for in part. Any future use of discretion, including on outstanding LTIP awards, will kept under strict review ahead of future AGMs." The CEO waived his entitlement to a bonus for FY2021 and the CFO elected to defer his FY2021 bonus in full.
J Sainsbury Plc	SBRY	United Kingdom	9/07/2021	Approve Qualified Employee Stock Purchase Plan	Approve Savings-Related Share Option Scheme	For	For	A vote FOR this tax-approved plan is warranted because it is broad-based and no material concerns have been identified.
J Sainsbury Plc	SBRY	United Kingdom	9/07/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
J Sainsbury Plc	SBRY	United Kingdom	9/07/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
J Sainsbury Plc	SBRY	United Kingdom	9/07/2021	Elect Director	Elect Adrian Hannah as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
J Sainsbury Plc	SBRY	United Kingdom	9/07/2021	Elect Director	Re-elect Brian Cassin as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
J Sainsbury Plc	SBRY	United Kingdom	9/07/2021	Elect Director	Re-elect Jo Harlow as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
J Sainsbury Plc	SBRY	United Kingdom	9/07/2021	Elect Director	Re-elect Tanuj Kapilashrami as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
J Sainsbury Plc	SBRY	United Kingdom	9/07/2021	Elect Director	Re-elect Kevin O'Byrne as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
J Sainsbury Plc	SBRY	United Kingdom	9/07/2021	Elect Director	Re-elect Dame Susan Rice as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Starbucks Corporation	SBUX	USA	16/03/2022	Elect Director	Elect Director Richard E. Allison, Jr.	For	For	A vote FOR the director nominees is warranted.
Starbucks Corporation	SBUX	USA	16/03/2022	Elect Director	Elect Director Andrew Campion	For	For	A vote FOR the director nominees is warranted.
Starbucks Corporation	SBUX	USA	16/03/2022	Elect Director	Elect Director Mary N. Dillon	For	For	A vote FOR the director nominees is warranted.
Starbucks Corporation	SBUX	USA	16/03/2022	Elect Director	Elect Director Isabel Ge Mahe	For	For	A vote FOR the director nominees is warranted.
Starbucks Corporation	SBUX	USA	16/03/2022	Elect Director	Elect Director Melbody Hobson	For	For	A vote FOR the director nominees is warranted.
Starbucks Corporation	SBUX	USA	16/03/2022	Elect Director	Elect Director Kevin R. Johnson	For	For	A vote FOR the director nominees is warranted.
Starbucks Corporation	SBUX	USA	16/03/2022	Elect Director	Elect Director Jorgen Vig Knudstorp	For	For	A vote FOR the director nominees is warranted.
Starbucks Corporation	SBUX	USA	16/03/2022	Elect Director	Elect Director Satya Nadella	For	For	A vote FOR the director nominees is warranted.
Starbucks Corporation	SBUX	USA	16/03/2022	Elect Director	Elect Director Joshua Cooper Ramo	For	For	A vote FOR the director nominees is warranted.
Starbucks Corporation	SBUX	USA	16/03/2022	Elect Director	Elect Director Clara Shih	For	For	A vote FOR the director nominees is warranted.
Starbucks Corporation	SBUX	USA	16/03/2022	Elect Director	Elect Director Javier G. Teruel	For	For	A vote FOR the director nominees is warranted.
Starbucks Corporation	SBUX	USA	16/03/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Starbucks Corporation	SBUX	USA	16/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. The company was adequately responsive to shareholder concerns following a failed say-on-pay vote result. Further, pay and performance appear relatively aligned for the year in review. The company made improvements to its disclosure of individual goals in the STI, while a majority of the LTI is based on performance-conditioned equity.
Starbucks Corporation	SBUX	USA	16/03/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Starbucks Corporation	SBUX	USA	16/03/2022	Labor Issues - Discrimination and Miscellaneous	Report on Prevention of Harassment and Discrimination in the Workplace	For	For	A vote FOR this proposal is warranted as additional information on the company's sexual harassment and discrimination policies and the implementation of these policies would help shareholders better assess how the company is addressing associated risks.
Scentre Group	SCG	Australia	7/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the FY21 Remuneration Report is warranted, on the basis that the Group responded to shareholder concerns and the "first strike" at the 2021 AGM with changes to the remuneration arrangements to include: " more disclosure of performance targets, " amended Board discretion in relation to the annual incentive, " agreement not to grant retention awards, " increased weighting to financial measures in the long-term plan, and " revised vesting conditions for TSR. Nevertheless, inconsistencies remain with better governance practices including: " Persisting high concern for misalignment in the Sustainability Advisory Services pay for performance model which includes a substantial retention grant (noting this model includes the value of previous LTI grants, whereas recent vesting is at lower levels), " High level of remuneration for the CEO and Chairman being well above market median, " Awarding additional 25 percent performance rights upon reaching maximum hurdles, " Dividends on unvested shares, and " Rewarding below index TSR performance in the FY21 LTIV award.
Scentre Group	SCG	Australia	7/04/2022	Elect Director	Elect Brian Schwartz as Director	For	For	A vote FOR the re-election of Brian Schwartz is warranted. He is classified as a non-independent Chairman due to tenure exceeding 12 years, however, there is a majority independent board. A vote support FOR the election of Michael Ihlein and Alana Atlas is warranted as no material issues have been identified regarding their nominations. Qualified support FOR the election of Catherine Brenner is warranted, given corporate governance failures being identified at ASX-listed AMP Limited where she was chair of the board.
Scentre Group	SCG	Australia	7/04/2022	Elect Director	Elect Michael Ihlein as Director	For	For	A vote FOR the re-election of Brian Schwartz is warranted. He is classified as a non-independent Chairman due to tenure exceeding 12 years, however, there is a majority independent board. A vote support FOR the election of Michael Ihlein and Alana Atlas is warranted as no material issues have been identified regarding their nominations. Qualified support FOR the election of Catherine Brenner is warranted, given corporate governance failures being identified at ASX-listed AMP Limited where she was chair of the board.

Scentre Group	SCG	Australia	7/04/2022	Elect Director	Elect Ilana Atlas as Director	For	For	A vote FOR the re-election of Brian Schwartz is warranted. He is classified as a non-independent Chairman due to tenure exceeding 12 years, however, there is a majority independent board. A vote support FOR the election of Michael Ihlein and Alana Atlas is warranted as no material issues have been identified regarding their nominations. Qualified support FOR the election of Catherine Brenner is warranted, given corporate governance failures being identified at ASX-listed AMP Limited where she was chair of the board.
Scentre Group	SCG	Australia	7/04/2022	Elect Director	Elect Catherine Brenner as Director	For	For	A vote FOR the re-election of Brian Schwartz is warranted. He is classified as a non-independent Chairman due to tenure exceeding 12 years, however, there is a majority independent board. A vote support FOR the election of Michael Ihlein and Alana Atlas is warranted as no material issues have been identified regarding their nominations. Qualified support FOR the election of Catherine Brenner is warranted, given corporate governance failures being identified at ASX-listed AMP Limited where she was chair of the board.
Scentre Group	SCG	Australia	7/04/2022	Approve Share Plan Grant	Approve Grant of Performance Rights to Peter Allen	For	For	A qualified vote FOR the grant of performance rights to CEO Peter Allen is warranted. The Group amended the terms of the FY22 LTVR award to better align with shareholder interests and market practice by * reducing the weighting to strategic measures to 10 percent if the grant, * removing the upfront adjustment for estimated distributions, * adjusting the TSR targets such that below index performance vesting is no longer rewarded, and * removing the additional 25 percent award for maximum TSR achievement. Nevertheless, the qualification is to highlight the following inconsistencies and concerns: * The quantum of the LTI award has been pro-rated to 9 months up to the CEO's retirement in September 2022, however the annualised value of the award remains above the market median for CEOs of similar sized companies and peers, * The Group has not disclosed the RCCE maximum hurdle measure, which if achieved would still enable an additional 25 percent to be earned, and * The upfront adjustment for distributions has been replaced by a cash equivalent payment for dividends on any rights that ultimately vest. The opportunity of payment for dividends on unvested shares remains inconsistent with better market practice noting there is no entitlement to dividends during the performance period on such awards.
Scentre Group	SCG	Australia	7/04/2022	Approve the Spill Resolution	Approve the Spill Resolution	Against	Against	A vote AGAINST the resolution to spill the Board is warranted as no material governance concerns are highlighted at present to warrant a spill of the Board. Importantly, the Board has taken steps to respond reasonably to shareholder concerns after the "first strike" at the 2021 AGM to adjust the executive remuneration structure to provide additional disclosure and clarity on the STVR and LTVR plans. In particular, the Board has committed to no further grants of retention awards which were misaligned with results and shareholders as leading to the "first strike" at the 2021 AGM.
The Charles Schwab Corporation	SCHW	USA	17/05/2022	Elect Director	Elect Director John K. Adams, Jr.	For	For	A vote FOR the director nominees is warranted.
The Charles Schwab Corporation	SCHW	USA	17/05/2022	Elect Director	Elect Director Stephen A. Ellis	For	For	A vote FOR the director nominees is warranted.
The Charles Schwab Corporation	SCHW	USA	17/05/2022	Elect Director	Elect Director Brian M. Levitt	For	For	A vote FOR the director nominees is warranted.
The Charles Schwab Corporation	SCHW	USA	17/05/2022	Elect Director	Elect Director Arun Sarin	For	For	A vote FOR the director nominees is warranted.
The Charles Schwab Corporation	SCHW	USA	17/05/2022	Elect Director	Elect Director Charles R. Schwab	For	For	A vote FOR the director nominees is warranted.
The Charles Schwab Corporation	SCHW	USA	17/05/2022	Elect Director	Elect Director Paula A. Sneed	For	For	A vote FOR the director nominees is warranted.
The Charles Schwab Corporation	SCHW	USA	17/05/2022	Declassify the Board of Directors	Declassify the Board of Directors	For	For	A vote FOR this proposal is warranted. The proposed board declassification, as well as the related elimination of the supermajority provision to amend the director election provisions and the addition of the ability to remove directors without cause, would enhance board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.
The Charles Schwab Corporation	SCHW	USA	17/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
The Charles Schwab Corporation	SCHW	USA	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Support for this proposal is warranted, as pay and performance are reasonably aligned for the year in review. Annual incentives are largely based on pre-set financial measures and the majority of equity awards were performance based and utilized a multi-year measurement period.
The Charles Schwab Corporation	SCHW	USA	17/05/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
The Charles Schwab Corporation	SCHW	USA	17/05/2022	Provide Proxy Access Right	Provide Proxy Access Right	For	For	A vote FOR this bylaw amendment is warranted as approval of this item would ensure that the company adopts proxy access on market standard terms that would enhance shareholders' rights.
The Charles Schwab Corporation	SCHW	USA	17/05/2022	Adopt Proxy Access Right	Adopt Proxy Access Right	For	For	A vote FOR this advisory proposal is warranted as the proxy access provisions suggested by the proponent would be more favorable to shareholders than the comparable provisions of the board bylaw proposal in Item 6.
The Charles Schwab Corporation	SCHW	USA	17/05/2022	Political Lobbying Disclosure	Report on Lobbying Payments and Policy	For	For	A vote FOR this resolution is warranted, as additional information on the company's trade association memberships, payments, and oversight, along with direct lobbying expenditures, would enable shareholders to better assess the company's comprehensive lobbying-related activities and management of related risks and opportunities.
Shopping Centres Australasia Property Group	SCP	Australia	24/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted.* Quantitative pay-for-performance analysis indicates a low degree of concern for misalignment of pay and performance and shareholder outcomes for the year under review.* Financial performance improved over the prior year, and STI and LTI bonuses are higher, and sufficiently aligned with results.Concerns are highlighted for the following:" Poor and inferior STI disclosure given an absence of information of specific and quantified threshold, target and maximum hurdles for performance measures. This hinders securityholders' abilities to independently assess the rigor of targets and alignment with performance and bonuses." * 20 percent of the STI is based on a "personal" component (people, advocacy and operational performance) which is appear more in the nature "day job" duties of executives.
Shopping Centres Australasia Property Group	SCP	Australia	24/11/2021	Elect Director	Elect Mark Fleming as Director	For	For	A qualified vote FOR the re-election of Mark Fleming is warranted. He is the CFO and classified as a non-independent executive director. Local market governance standards do not support multiple executives on a board which has the effect of reduced the level of board independence. Support in this case is on the basis that the board is majority independent and all key board committees are entirely independent.
Shopping Centres Australasia Property Group	SCP	Australia	24/11/2021	Approve Share Plan Grant	Approve Issuance of Short Term Incentive Rights to Anthony Mellowes	For	For	A vote FOR these resolutions is warranted.* The STI rights to the CEO (Item 3) and CFO (Item 5) represent the deferral of 50 percent of the FY21 STI which has been determined by the board pursuant to meeting the FY21 STI performance measures. This is consistent with market practice.* The LTI rights to the CEO (Item 4) and CFO (Item 6) represent the FY22 LTI grants which are consistent with prior year grants and market practice with a three-year performance period and relative TSR and Adjusted FFO per unit performance measures which are sufficiently aligned with improved securityholder interests.However, ongoing concerns regarding for inconsistencies with good market practice are raised and include:" the change in control provisions allowing for accelerated vesting at the board's discretion," the "false choice" that the LTI will be settled in cash if the rights are not approved, and " dividends on unvested shares" with additional units being issued for distributions paid on units in the performance period in respect of rights that vest – there is no present entitlement to the units or distributions on them during the performance period.
Shopping Centres Australasia Property Group	SCP	Australia	24/11/2021	Approve Share Plan Grant	Approve Issuance of Long Term Incentive Rights to Anthony Mellowes	For	For	A vote FOR these resolutions is warranted.* The STI rights to the CEO (Item 3) and CFO (Item 5) represent the deferral of 50 percent of the FY21 STI which has been determined by the board pursuant to meeting the FY21 STI performance measures. This is consistent with market practice.* The LTI rights to the CEO (Item 4) and CFO (Item 6) represent the FY22 LTI grants which are consistent with prior year grants and market practice with a three-year performance period and relative TSR and Adjusted FFO per unit performance measures which are sufficiently aligned with improved securityholder interests.However, ongoing concerns regarding for inconsistencies with good market practice are raised and include:" the change in control provisions allowing for accelerated vesting at the board's discretion," the "false choice" that the LTI will be settled in cash if the rights are not approved, and " dividends on unvested shares" with additional units being issued for distributions paid on units in the performance period in respect of rights that vest – there is no present entitlement to the units or distributions on them during the performance period.
Shopping Centres Australasia Property Group	SCP	Australia	24/11/2021	Approve Share Plan Grant	Approve Issuance of Short Term Incentive Rights to Mark Fleming	For	For	A vote FOR these resolutions is warranted.* The STI rights to the CEO (Item 3) and CFO (Item 5) represent the deferral of 50 percent of the FY21 STI which has been determined by the board pursuant to meeting the FY21 STI performance measures. This is consistent with market practice.* The LTI rights to the CEO (Item 4) and CFO (Item 6) represent the FY22 LTI grants which are consistent with prior year grants and market practice with a three-year performance period and relative TSR and Adjusted FFO per unit performance measures which are sufficiently aligned with improved securityholder interests.However, ongoing concerns regarding for inconsistencies with good market practice are raised and include:" the change in control provisions allowing for accelerated vesting at the board's discretion," the "false choice" that the LTI will be settled in cash if the rights are not approved, and " dividends on unvested shares" with additional units being issued for distributions paid on units in the performance period in respect of rights that vest – there is no present entitlement to the units or distributions on them during the performance period.
Shopping Centres Australasia Property Group	SCP	Australia	24/11/2021	Approve Share Plan Grant	Approve Issuance of Long Term Incentive Rights to Mark Fleming	For	For	A vote FOR these resolutions is warranted.* The STI rights to the CEO (Item 3) and CFO (Item 5) represent the deferral of 50 percent of the FY21 STI which has been determined by the board pursuant to meeting the FY21 STI performance measures. This is consistent with market practice.* The LTI rights to the CEO (Item 4) and CFO (Item 6) represent the FY22 LTI grants which are consistent with prior year grants and market practice with a three-year performance period and relative TSR and Adjusted FFO per unit performance measures which are sufficiently aligned with improved securityholder interests.However, ongoing concerns regarding for inconsistencies with good market practice are raised and include:" the change in control provisions allowing for accelerated vesting at the board's discretion," the "false choice" that the LTI will be settled in cash if the rights are not approved, and " dividends on unvested shares" with additional units being issued for distributions paid on units in the performance period in respect of rights that vest – there is no present entitlement to the units or distributions on them during the performance period.
SpeedCast International Limited	SDA	Australia	24/06/2022	Private Company	Approve Members' Voluntary Winding Up and Appoint Liquidators	Refer	For	As a matter of policy, Sustainability Advisory Services does not provide vote recommendation and analysis in relation to an unlisted company's meeting.
SpeedCast International Limited	SDA	Australia	24/06/2022	Private Company	Approve Liquidators' Remuneration	Refer	For	As a matter of policy, Sustainability Advisory Services does not provide vote recommendation and analysis in relation to an unlisted company's meeting.
SpeedCast International Limited	SDA	Australia	24/06/2022	Private Company	Approve Books and Records	Refer	For	As a matter of policy, Sustainability Advisory Services does not provide vote recommendation and analysis in relation to an unlisted company's meeting.
Steadfast Group Limited	SDF	Australia	22/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted.* The remuneration structure is in line with market and prior years, and remuneration outcomes are sufficiently aligned with strong financial performance in FY21 and over longer performance periods.* The FY21 STI provides reasonable information regarding performance measures and NPAT and EPS growth targets and increases in the targets in FY2 over FY20 NPAT and EPS growth targets. The FY21 LTI is structured sufficiently in line with shareholder interests with a three-year performance period and two performance measures (EPS growth in the range of 5-10 percent and relative TSR).A qualification is to highlight concerns for excessive quantum in the following:" High STI bonuses which appear "over-aligned", although consistent with strong 334% TSR since listing on the ASX, and strong NPAT and adjusted EPS growth of 15.2% over the prior year.* An increase in the STI opportunity for the CEO from 150 percent to 200 percent of fixed remuneration, representing a material increase in the total remuneration opportunity, which is already well above peers.* The CEO's total remuneration continues to be targeted at the 75th percentile of peers, which may be questioned as excessive relative to some Australian remuneration practices.

Steadfast Group Limited	SDF	Australia	22/10/2021	Approve Share Plan Grant	Approve Grant of Deferred Equity Awards to Robert Kelly	For	For	A qualified vote FOR this item is warranted. The structure of the deferred equity awards (conditional rights) is appropriately aligned with shareholder interests.* Appropriate gateway measures must be met prior to granting of any deferred STI and LTI awards.* Vesting of the deferred STI is subject to no material adverse change to previously reported results.* There are two performance measures in the LTI (EPS CAGR and relative TSR) with graduated vesting provisions and no re-testing over a three year performance period.* The EPS CAGR target range has increased from 5-10 percent to 7.5-12.5 percent in this LTI grant, and* LTI quantum of 100 percent of the CEO's fixed remuneration is consistent with market and not considered excessive or problematic. The qualification is based on.* The high quantum of the deferred equity awards which represent the deferral of 40 percent of the FY21 STI bonus; and* Concern for the rigor of the EPS growth hurdles noting that actual growth over recent years - 9.5 percent in FY18, 16.1 percent in FY19, 10.5 percent in FY20 and 15.2 percent in FY21.
Steadfast Group Limited	SDF	Australia	22/10/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Placement Shares to Certain Institutional Investors and the Vendors of Coverforce	For	For	A vote FOR this resolution is warranted given.* The board's rationale for the issuance of shares being to fund acquisition of Coverforce Pty Ltd.* The dilution of this capital raising is 10.63 percent, which is on the high side but not unreasonable compared with other equity raisings in the market, and* There are no significant concerns raised regarding the terms of the proposal.
Steadfast Group Limited	SDF	Australia	22/10/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A qualified vote FOR the proposed increase to the non-executive directors' fee cap from \$1.5 million to \$2.0 million is warranted. This represents a substantial increase in respect of which the company indicates that this is sought for added headroom given a proposed 8.3 percent increase to fees in FY22 and to allow for the appointment of additional directors which may take place as part of board refreshment.
Steadfast Group Limited	SDF	Australia	22/10/2021	Elect Director	Elect Vicki Allen as Director	For	For	A vote FOR the election of Vicki Allen (Item 6), and re-election of Deputy Chairman David Liddy (Item 7) and Gai McGrath (Item 7) is warranted.* They serve as independent non-executive directors on a board that is majority independent.* No material issues have been identified regarding these directors in respect of board and committee composition, nor any wider corporate governance issues.
Steadfast Group Limited	SDF	Australia	22/10/2021	Elect Director	Elect David Liddy as Director	For	For	A vote FOR the election of Vicki Allen (Item 6), and re-election of Deputy Chairman David Liddy (Item 7) and Gai McGrath (Item 7) is warranted.* They serve as independent non-executive directors on a board that is majority independent.* No material issues have been identified regarding these directors in respect of board and committee composition, nor any wider corporate governance issues.
Steadfast Group Limited	SDF	Australia	22/10/2021	Elect Director	Elect Gai McGrath as Director	For	For	A vote FOR the election of Vicki Allen (Item 6), and re-election of Deputy Chairman David Liddy (Item 7) and Gai McGrath (Item 7) is warranted.* They serve as independent non-executive directors on a board that is majority independent.* No material issues have been identified regarding these directors in respect of board and committee composition, nor any wider corporate governance issues.
Schroders Plc	SDR	United Kingdom	28/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Schroders Plc	SDR	United Kingdom	28/04/2022	Elect Director	Re-elect Rakhi Goss-Custard as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Schroders Plc	SDR	United Kingdom	28/04/2022	Elect Director	Re-elect Deborah Waterhouse as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Schroders Plc	SDR	United Kingdom	28/04/2022	Elect Director	Re-elect Matthew Westerman as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Schroders Plc	SDR	United Kingdom	28/04/2022	Elect Director	Re-elect Claire Fitzalan Howard as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Schroders Plc	SDR	United Kingdom	28/04/2022	Elect Director	Re-elect Leonie Schroder as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Schroders Plc	SDR	United Kingdom	28/04/2022	Ratify Auditors	Reappoint Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Schroders Plc	SDR	United Kingdom	28/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Schroders Plc	SDR	United Kingdom	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Schroders Plc	SDR	United Kingdom	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Schroders Plc	SDR	United Kingdom	28/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Non-Voting Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Schroders Plc	SDR	United Kingdom	28/04/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Schroders Plc	SDR	United Kingdom	28/04/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Schroders Plc	SDR	United Kingdom	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is warranted, as no significant concerns are identified.
Schroders Plc	SDR	United Kingdom	28/04/2022	Elect Director	Elect Dame Elizabeth Corley as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Schroders Plc	SDR	United Kingdom	28/04/2022	Elect Director	Re-elect Peter Harrison as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Schroders Plc	SDR	United Kingdom	28/04/2022	Elect Director	Re-elect Richard Keers as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Schroders Plc	SDR	United Kingdom	28/04/2022	Elect Director	Re-elect Ian King as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Schroders Plc	SDR	United Kingdom	28/04/2022	Elect Director	Re-elect Sir Damon Buffini as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Schroders Plc	SDR	United Kingdom	28/04/2022	Elect Director	Re-elect Rhian Davies as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Sea Ltd. (Singapore)	SE	Cayman Islands	14/02/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles of Association	Against	Against	A vote AGAINST this proposal is warranted because the proposed amendment would further perpetuate a dual-class capital structure with disparate voting rights that is not generally in the best interests of minority shareholders. These are routine meeting formalities.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Open Meeting	Open Meeting			
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of SEK 6 Per Share	For	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Signhild Arnegard Hansen	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Jesper Ovesen	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Helena Saxon	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Johan Torgeby (as Board Member)	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Marcus Wallenberg	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Johan Torgeby (as President)	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Anne-Catherine Berner	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Winnie Fok	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Anna-Karin Glimstrom	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Annika Dahlberg	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Charlotta Lindholm	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Sven Nyman	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Magnus Olsson	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Lars Ottersgard	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Fix Number of Directors and/or Auditors	Determine Number of Members (10) and Deputy Members (0) of Board	For	For	A vote FOR these proposals is warranted because of a lack of controversy concerning the size of the board or the number of auditors.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Fix Number of Directors and/or Auditors	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For	A vote FOR these proposals is warranted because of a lack of controversy concerning the size of the board or the number of auditors.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of SEK 3.5 Million for Chairman, SEK 1.1 Million for Vice Chairman, and SEK 850,000 for Other Directors; Approve Remuneration for Committee Work	For	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Approve Remuneration of Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.

Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Elect Director	Reelect Signhild Arnegard Hansen as Director	Against	Against	A vote FOR candidates Berner, Fok, Ottersgaard, and Flint, Aaurup-Andersen is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote FOR candidate Torgeby is warranted, despite the overall lack of independence of the board, because the candidate is the CEO of the company.A vote AGAINST candidates Ovesen, Saxon, Wallenberg, Arnegard Hansen, and Nyman is warranted for the following reasons: " Due to their status as non-independent directors on a board with insufficient independence." Due to Wallenberg's, Ovensen's and Saxon's statuses as non-independent directors on an audit committee with an insufficient level of independence" Due to Saxon being a non-independent chair of the audit committee" Due to Arnegard Hansen's, and Wallenberg's status as non-independent directors on a remuneration committee with an insufficient level of independence.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Elect Director	Reelect Anne-Catherine Berner as Director	For	For	A vote FOR candidates Berner, Fok, Ottersgaard, and Flint, Aaurup-Andersen is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote FOR candidate Torgeby is warranted, despite the overall lack of independence of the board, because the candidate is the CEO of the company.A vote AGAINST candidates Ovesen, Saxon, Wallenberg, Arnegard Hansen, and Nyman is warranted for the following reasons: " Due to their status as non-independent directors on a board with insufficient independence." Due to Wallenberg's, Ovensen's and Saxon's statuses as non-independent directors on an audit committee with an insufficient level of independence" Due to Saxon being a non-independent chair of the audit committee" Due to Arnegard Hansen's, and Wallenberg's status as non-independent directors on a remuneration committee with an insufficient level of independence.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Elect Director	Reelect Winnie Fok as Director	For	For	A vote FOR candidates Berner, Fok, Ottersgaard, and Flint, Aaurup-Andersen is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote FOR candidate Torgeby is warranted, despite the overall lack of independence of the board, because the candidate is the CEO of the company.A vote AGAINST candidates Ovesen, Saxon, Wallenberg, Arnegard Hansen, and Nyman is warranted for the following reasons: " Due to their status as non-independent directors on a board with insufficient independence." Due to Wallenberg's, Ovensen's and Saxon's statuses as non-independent directors on an audit committee with an insufficient level of independence" Due to Saxon being a non-independent chair of the audit committee" Due to Arnegard Hansen's, and Wallenberg's status as non-independent directors on a remuneration committee with an insufficient level of independence.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Elect Director	Reelect Sven Nyman as Director	Against	Against	A vote FOR candidates Berner, Fok, Ottersgaard, and Flint, Aaurup-Andersen is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote FOR candidate Torgeby is warranted, despite the overall lack of independence of the board, because the candidate is the CEO of the company.A vote AGAINST candidates Ovesen, Saxon, Wallenberg, Arnegard Hansen, and Nyman is warranted for the following reasons: " Due to their status as non-independent directors on a board with insufficient independence." Due to Wallenberg's, Ovensen's and Saxon's statuses as non-independent directors on an audit committee with an insufficient level of independence" Due to Saxon being a non-independent chair of the audit committee" Due to Arnegard Hansen's, and Wallenberg's status as non-independent directors on a remuneration committee with an insufficient level of independence.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Elect Director	Reelect Lars Ottersgard as Director	For	For	A vote FOR candidates Berner, Fok, Ottersgaard, and Flint, Aaurup-Andersen is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote FOR candidate Torgeby is warranted, despite the overall lack of independence of the board, because the candidate is the CEO of the company.A vote AGAINST candidates Ovesen, Saxon, Wallenberg, Arnegard Hansen, and Nyman is warranted for the following reasons: " Due to their status as non-independent directors on a board with insufficient independence." Due to Wallenberg's, Ovensen's and Saxon's statuses as non-independent directors on an audit committee with an insufficient level of independence" Due to Saxon being a non-independent chair of the audit committee" Due to Arnegard Hansen's, and Wallenberg's status as non-independent directors on a remuneration committee with an insufficient level of independence.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Elect Director	Reelect Jesper Ovesen as Director	Against	Against	A vote FOR candidates Berner, Fok, Ottersgaard, and Flint, Aaurup-Andersen is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote FOR candidate Torgeby is warranted, despite the overall lack of independence of the board, because the candidate is the CEO of the company.A vote AGAINST candidates Ovesen, Saxon, Wallenberg, Arnegard Hansen, and Nyman is warranted for the following reasons: " Due to their status as non-independent directors on a board with insufficient independence." Due to Wallenberg's, Ovensen's and Saxon's statuses as non-independent directors on an audit committee with an insufficient level of independence" Due to Saxon being a non-independent chair of the audit committee" Due to Arnegard Hansen's, and Wallenberg's status as non-independent directors on a remuneration committee with an insufficient level of independence.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Elect Director	Reelect Helena Saxon as Director	Against	Against	A vote FOR candidates Berner, Fok, Ottersgaard, and Flint, Aaurup-Andersen is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote FOR candidate Torgeby is warranted, despite the overall lack of independence of the board, because the candidate is the CEO of the company.A vote AGAINST candidates Ovesen, Saxon, Wallenberg, Arnegard Hansen, and Nyman is warranted for the following reasons: " Due to their status as non-independent directors on a board with insufficient independence." Due to Wallenberg's, Ovensen's and Saxon's statuses as non-independent directors on an audit committee with an insufficient level of independence" Due to Saxon being a non-independent chair of the audit committee" Due to Arnegard Hansen's, and Wallenberg's status as non-independent directors on a remuneration committee with an insufficient level of independence.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Elect Director	Reelect Johan Torgeby as Director	For	For	A vote FOR candidates Berner, Fok, Ottersgaard, and Flint, Aaurup-Andersen is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote FOR candidate Torgeby is warranted, despite the overall lack of independence of the board, because the candidate is the CEO of the company.A vote AGAINST candidates Ovesen, Saxon, Wallenberg, Arnegard Hansen, and Nyman is warranted for the following reasons: " Due to their status as non-independent directors on a board with insufficient independence." Due to Wallenberg's, Ovensen's and Saxon's statuses as non-independent directors on an audit committee with an insufficient level of independence" Due to Saxon being a non-independent chair of the audit committee" Due to Arnegard Hansen's, and Wallenberg's status as non-independent directors on a remuneration committee with an insufficient level of independence.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Elect Director	Reelect Marcus Wallenberg as Director	Against	Against	A vote FOR candidates Berner, Fok, Ottersgaard, and Flint, Aaurup-Andersen is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote FOR candidate Torgeby is warranted, despite the overall lack of independence of the board, because the candidate is the CEO of the company.A vote AGAINST candidates Ovesen, Saxon, Wallenberg, Arnegard Hansen, and Nyman is warranted for the following reasons: " Due to their status as non-independent directors on a board with insufficient independence." Due to Wallenberg's, Ovensen's and Saxon's statuses as non-independent directors on an audit committee with an insufficient level of independence" Due to Saxon being a non-independent chair of the audit committee" Due to Arnegard Hansen's, and Wallenberg's status as non-independent directors on a remuneration committee with an insufficient level of independence.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Elect Board Chairman/Vice-Chairman	Reelect Marcus Wallenberg as Board Chair	Against	Against	A vote AGAINST this item is warranted because the election of Marcus Wallenberg to the board of directors is not supported.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Elect Director	Elect Jacob Aarup-Andersen as New Director	For	For	A vote FOR candidates Berner, Fok, Ottersgaard, and Flint, Aaurup-Andersen is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote FOR candidate Torgeby is warranted, despite the overall lack of independence of the board, because the candidate is the CEO of the company.A vote AGAINST candidates Ovesen, Saxon, Wallenberg, Arnegard Hansen, and Nyman is warranted for the following reasons: " Due to their status as non-independent directors on a board with insufficient independence." Due to Wallenberg's, Ovensen's and Saxon's statuses as non-independent directors on an audit committee with an insufficient level of independence" Due to Saxon being a non-independent chair of the audit committee" Due to Arnegard Hansen's, and Wallenberg's status as non-independent directors on a remuneration committee with an insufficient level of independence.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Elect Director	Elect John Flint as New Director	For	For	A vote FOR candidates Berner, Fok, Ottersgaard, and Flint, Aaurup-Andersen is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote FOR candidate Torgeby is warranted, despite the overall lack of independence of the board, because the candidate is the CEO of the company.A vote AGAINST candidates Ovesen, Saxon, Wallenberg, Arnegard Hansen, and Nyman is warranted for the following reasons: " Due to their status as non-independent directors on a board with insufficient independence." Due to Wallenberg's, Ovensen's and Saxon's statuses as non-independent directors on an audit committee with an insufficient level of independence" Due to Saxon being a non-independent chair of the audit committee" Due to Arnegard Hansen's, and Wallenberg's status as non-independent directors on a remuneration committee with an insufficient level of independence.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Ratify Auditors	Ratify Ernst & Young as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Approve/Amend Deferred Share Bonus Plan	Approve SEB All Employee Program 2022 for All Employees in Most of the Countries where SEB Operates	For	For	A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Approve/Amend Executive Incentive Bonus Plan	Approve SEB Share Deferral Program 2022 for Group Executive Committee, Senior Managers and Key Employees	For	For	A vote FOR this proposal is warranted because: " The implied dilution is modest; and" The vesting period is at least three years.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Approve/Amend Executive Incentive Bonus Plan	Approve SEB Restricted Share Program 2022 for Some Employees in Certain Business Units	For	For	A vote FOR this proposal is warranted because the program could introduce greater incentivization and retention among employees below senior management, and furthermore, align their interest with those of shareholders. The proposal is however not without concern because of lack of disclosure of performance targets and metrics.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	A vote FOR these proposals to repurchase company shares is warranted, despite the lack of a disclosed volume limit, because: " There are acceptable limits on holding and duration; and" There is no evidence of past abuse of repurchase authorities.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Authorize Repurchase of Class A and/or Class C Shares and Reissuance of Repurchased Shares Inter Alia in for Capital Purposes and Long-Term Incentive Plans	For	For	A vote FOR these proposals to repurchase company shares is warranted, despite the lack of a disclosed volume limit, because: " There are acceptable limits on holding and duration; and" There is no evidence of past abuse of repurchase authorities.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Approve Equity Plan Financing	Approve Transfer of Class A Shares to Participants in 2022 Long-Term Equity Programs	For	For	A vote FOR this proposal is warranted since it is linked to the employee equity-based incentive programs proposed under Items 17.1-17.3, which merit support.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	Approve Issuance of Convertibles without Preemptive Rights	For	For	A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Elect Chairman of Meeting	Elect Chairman of Meeting	For	For	These are routine meeting formalities.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	For	For	A vote FOR this item is warranted, due to a lack of controversy concerning the appointed auditors of the foundations
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Approve Reduction in Share Capital	Approve SEK 154.5 Million Reduction in Share Capital via Reduction of Par Value for Transfer to Unrestricted Equity	For	For	A vote FOR these items is warranted as the cancellation of shares may improve the efficiency of the balance sheet, which may also enhance returns over the long-term.

Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Approve Capitalization of Reserves of SEK 154.5 Million for a Bonus Issue	For	For	A vote FOR these items is warranted as the cancellation of shares may improve the efficiency of the balance sheet, which may also enhance returns over the long-term.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Company-Specific -- Miscellaneous	Change Bank Software	Against	Against	A vote AGAINST this item is warranted as the proposal seeks to micromanage the company.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Company-Specific -- Miscellaneous	Formation of an Integration Institute with Operations in the Oresund Region	Against	Against	A vote AGAINST this item is warranted as the proponent has failed to disclose a rationale behind the proposal.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Close Meeting	Close Meeting			This is a non-voting formality.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Prepare and Approve List of Shareholders	Prepare and Approve List of Shareholders	For	For	These are routine meeting formalities.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Approve Minutes of Previous Meeting	Approve Agenda of Meeting	For	For	These are routine meeting formalities.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or Vote Tabulation	Designate Ossián Ekdahl as Inspector of Minutes of Meeting	For	For	These are routine meeting formalities.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or Vote Tabulation	Designate Jannis Kitsakis as Inspector of Minutes of Meeting	For	For	These are routine meeting formalities.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Acknowledge Proper Convening of Meeting	Acknowledge Proper Convening of Meeting	For	For	These are routine meeting formalities.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports			These are routine, non-voting items.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Receive/Approve Report/Announcement	Receive President's Report			These are routine, non-voting items.
Skandinaviska Enskilda Banken AB	SEB.A	Sweden	22/03/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
SolarEdge Technologies, Inc.	SEDG	USA	20/06/2022	Elect Director	Elect Director Betsy Atkins	Against	Against	A vote AGAINST Betsy Atkins is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. Dirk Hoke joined the board in April 2022 and should not be held accountable for these issues at this time.
SolarEdge Technologies, Inc.	SEDG	USA	20/06/2022	Elect Director	Elect Director Dirk Carsten Hoke	For	For	A vote AGAINST Betsy Atkins is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. Dirk Hoke joined the board in April 2022 and should not be held accountable for these issues at this time.
SolarEdge Technologies, Inc.	SEDG	USA	20/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
SolarEdge Technologies, Inc.	SEDG	USA	20/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although certain concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Sealed Air Corporation	SEE	USA	26/05/2022	Elect Director	Elect Director Elizabeth M. Adfioye	For	For	A vote FOR the director nominees is warranted.
Sealed Air Corporation	SEE	USA	26/05/2022	Elect Director	Elect Director Zubaid Ahmad	For	For	A vote FOR the director nominees is warranted.
Sealed Air Corporation	SEE	USA	26/05/2022	Elect Director	Elect Director Françoise Colpron	For	For	A vote FOR the director nominees is warranted.
Sealed Air Corporation	SEE	USA	26/05/2022	Elect Director	Elect Director Edward L. Doheny, II	For	For	A vote FOR the director nominees is warranted.
Sealed Air Corporation	SEE	USA	26/05/2022	Elect Director	Elect Director Henry R. Keizer	For	For	A vote FOR the director nominees is warranted.
Sealed Air Corporation	SEE	USA	26/05/2022	Elect Director	Elect Director Harry A. Lawton, III	For	For	A vote FOR the director nominees is warranted.
Sealed Air Corporation	SEE	USA	26/05/2022	Elect Director	Elect Director Suzanne B. Rowland	For	For	A vote FOR the director nominees is warranted.
Sealed Air Corporation	SEE	USA	26/05/2022	Elect Director	Elect Director Jerry R. Whitaker	For	For	A vote FOR the director nominees is warranted.
Sealed Air Corporation	SEE	USA	26/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Sealed Air Corporation	SEE	USA	26/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. While pay and performance were reasonably aligned for the year in review, the compensation committee did not demonstrate sufficient responsiveness to last year's low say-on-pay vote. Although the proxy describes meetings with shareholders and cites their feedback, the committee did not make changes to the pay program nor disclose a robust commitment not to repeat an action that investors found concerning.
Seek Limited	SEK	Australia	17/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	Problematic pay practices have been identified in recent years regarding the company's executive remuneration framework as evidenced by shareholder votes against the annual remuneration report ranging from 15.9 to 25.7 percent over the last three years. Shareholder concerns have centered on excessive remuneration, inadequate performance conditions for equity grants and substantial sign-on grants. A qualified vote FOR the remuneration report is warranted.* There is little structural change from the prior year with improved results in FY21 and positive shareholder returns over the longer term.* It is arguable that remuneration outcomes are sufficiently aligned with performance and shareholder returns.* It is acknowledged that the excessive CEO remuneration has been addressed with the appointment of a new CEO in FY22, although the same concerning remuneration practices persist which have been mostly accepted by shareholders, evidenced in prior year voting. On this basis, the qualification highlights ongoing shareholder concerns which include: "The retiring CEO's total remuneration is excessive in FY21 as identified by a high concern in the quantitative Pay for Performance analysis;" "Equity rights granted annually in place of a typical STI award do not have substantive financial or non-financial performance conditions and vest subject only to one-year ongoing employment. This type of award is inconsistent with market practice where STI bonuses are expected to be awarded based on achievement of performance measures, whereas the equity rights represent a grant on highly certain deferred fixed remuneration near \$1.2 million to the CEO as set at 50 percent of an already high fixed remuneration;" "The rigor of performance hurdles in the LTI award is inadequate;" "The number of LTI rights granted is based on a discounted fair value rather than face value which is materially inconsistent with widely accepted market practice; and" "The company has granted excessive sign-on awards.
Seek Limited	SEK	Australia	17/11/2021	Elect Director	Elect Graham Goldsmith as Director	For	For	A qualified vote FOR the re-election of the Chairman, Graham Goldsmith is warranted.* Corporate governance concerns are noted in regard to remuneration issues in recent years.* Through his leadership of the Independent Board Committee (IBC) he has overseen the creation of the SEEK Growth Fund. Potential concerns include not seeking shareholder approval for the transfer of company investments to the fund, establishment of an independent Manager of the Fund, of which transparency of interests and ownership is unclear, which will charge management and performance fees. A qualified vote FOR the re-election of Michael Wachtel is warranted due to his role on the Independent Board Committee and concerns identified in relation to the new SEEK Growth Fund. A qualified vote FOR the re-election of Andrew Bassat is warranted. He is the co-founder and long-term CEO of SEEK. Concerns are noted regarding his leadership role of the Manager of the new SEEK Growth Fund. There may be a potential conflict of interest given the Manager will be charging ongoing management and performance fees to the Fund.
Seek Limited	SEK	Australia	17/11/2021	Elect Director	Elect Michael Wachtel as Director	For	For	A qualified vote FOR the re-election of the Chairman, Graham Goldsmith is warranted.* Corporate governance concerns are noted in regard to remuneration issues in recent years.* Through his leadership of the Independent Board Committee (IBC) he has overseen the creation of the SEEK Growth Fund. Potential concerns include not seeking shareholder approval for the transfer of company investments to the fund, establishment of an independent Manager of the Fund, of which transparency of interests and ownership is unclear, which will charge management and performance fees. A qualified vote FOR the re-election of Michael Wachtel is warranted due to his role on the Independent Board Committee and concerns identified in relation to the new SEEK Growth Fund. A qualified vote FOR the re-election of Andrew Bassat is warranted. He is the co-founder and long-term CEO of SEEK. Concerns are noted regarding his leadership role of the Manager of the new SEEK Growth Fund. There may be a potential conflict of interest given the Manager will be charging ongoing management and performance fees to the Fund.
Seek Limited	SEK	Australia	17/11/2021	Elect Director	Elect Andrew Bassat as Director	For	For	A qualified vote FOR the re-election of the Chairman, Graham Goldsmith is warranted.* Corporate governance concerns are noted in regard to remuneration issues in recent years.* Through his leadership of the Independent Board Committee (IBC) he has overseen the creation of the SEEK Growth Fund. Potential concerns include not seeking shareholder approval for the transfer of company investments to the fund, establishment of an independent Manager of the Fund, of which transparency of interests and ownership is unclear, which will charge management and performance fees. A qualified vote FOR the re-election of Michael Wachtel is warranted due to his role on the Independent Board Committee and concerns identified in relation to the new SEEK Growth Fund. A qualified vote FOR the re-election of Andrew Bassat is warranted. He is the co-founder and long-term CEO of SEEK. Concerns are noted regarding his leadership role of the Manager of the new SEEK Growth Fund. There may be a potential conflict of interest given the Manager will be charging ongoing management and performance fees to the Fund.
Seek Limited	SEK	Australia	17/11/2021	Approve Share Plan Grant	Approve Grant of Equity Right to Ian Narev	Against	Against	A vote AGAINST the equity right award is recommended. The structure of this grant is the same as prior years and inconsistent with accepted market practice with the following shareholder concerns: " There are no performance hurdles, and realization of the benefit is subject to ongoing employment only." " There is no link and insufficient transparency between executive reward and performance and alignment with shareholder interests, and" Awarding a short-term incentive without performance conditions, which are the norm in the Australian market, is essentially additional deferred fixed remuneration with exposure to shorter term share price fluctuation. A qualified vote FOR the grant of LTI options and rights is warranted, although not without concern." " The quantum of the award is high compared to industry peers." " The absolute share price vesting scale is set at a less than challenging level requiring share price growth in the range of 3.8 percent at threshold and 6.0 percent at maximum vesting, and" " There is no relative performance measure which is typically used in LTI awards for large companies.
Seek Limited	SEK	Australia	17/11/2021	Approve Share Plan Grant	Approve Grant of Options and Rights to Ian Narev	For	For	A vote AGAINST the equity right award is recommended. The structure of this grant is the same as prior years and inconsistent with accepted market practice with the following shareholder concerns: " There are no performance hurdles, and realization of the benefit is subject to ongoing employment only." " There is no link and insufficient transparency between executive reward and performance and alignment with shareholder interests, and" Awarding a short-term incentive without performance conditions, which are the norm in the Australian market, is essentially additional deferred fixed remuneration with exposure to shorter term share price fluctuation. A qualified vote FOR the grant of LTI options and rights is warranted, although not without concern." " The quantum of the award is high compared to industry peers." " The absolute share price vesting scale is set at a less than challenging level requiring share price growth in the range of 3.8 percent at threshold and 6.0 percent at maximum vesting, and" " There is no relative performance measure which is typically used in LTI awards for large companies.

Seek Limited	SEK	Australia	17/11/2021	Approve or Amend Severance Agreements/Change-in-Control Agreements	Approve Leaving Benefits	For	For	A vote FOR this resolution is warranted because no significant concerns have been identified.
Sandfire Resources Ltd.	SFR	Australia	26/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted given that sufficient mitigating factors have been identified in regards to the quantitative misalignment identified for the period under review. In particular, " Following a "first strike," the Board engaged with shareholders and made positive changes to the remuneration framework in response to shareholder feedback;" STI outcomes for the CEO at 90.6 percent of maximum is consistent with the company's improved financial performance in FY21 and the company's STI plan continued to be well disclosed which is consistent with good governance and shareholder expectations; and" FY19 LTI did not vest for not achieving performance condition which demonstrates the alignment of the LTI program with shareholder outcomes. The recommendation is qualified to highlight the quantum of the CEO's remuneration which is excessive when compared to market cap peers and the Sustainability Advisory Services-selected peer group." The Board has set the total remuneration opportunity for the CEO at the 85th percentile of the peer group. Concern is partially mitigated as the total fixed remuneration for the CEO has not changed since the FY14;" The structure of the CEO's FY21 front-loaded LTI grant is inconsistent with local market practice and the quantum is high relative to peers on an annualised basis. Some concern is mitigated, as the Board disclosed that it does not intend to issue further long-term incentives to the CEO until the completion of the four-year performance period and intends to transition back to an annual LTI grant at that time; and" There remains a high proportion of the STI award focused on individual KPI. The company explained that individual KPIs for the CEO relate directly to the company's Strategic Imperatives. However, many of the tasks and activities may be regarded as offering bonuses for core "day job" responsibilities and 50 percent weight on such measures is questioned given that fixed remuneration is designed to cover core day job tasks.
Sandfire Resources Ltd.	SFR	Australia	26/11/2021	Elect Director	Elect John Richards as Director	For	For	A vote FOR the election of John Richards (Item 2) and Jennifer Morris (Item 3) and the re-election of Sally Langer (Item 4) is warranted as no material issues have been identified regarding board and committee composition resulting from their nominations, nor any wider corporate governance issues.
Sandfire Resources Ltd.	SFR	Australia	26/11/2021	Elect Director	Elect Jennifer Morris as Director	For	For	A vote FOR the election of John Richards (Item 2) and Jennifer Morris (Item 3) and the re-election of Sally Langer (Item 4) is warranted as no material issues have been identified regarding board and committee composition resulting from their nominations, nor any wider corporate governance issues.
Sandfire Resources Ltd.	SFR	Australia	26/11/2021	Elect Director	Elect Sally Langer as Director	For	For	A vote FOR the election of John Richards (Item 2) and Jennifer Morris (Item 3) and the re-election of Sally Langer (Item 4) is warranted as no material issues have been identified regarding board and committee composition resulting from their nominations, nor any wider corporate governance issues.
Sandfire Resources Ltd.	SFR	Australia	26/11/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Placement Shares to Professional and Sophisticated Investors	For	For	A vote FOR this resolution is warranted because;" No material corporate governance issues have been noted regarding the issuance and use of funds given this was used as consideration for the acquisition of MATSA Mining Complex." The dilution of the capital raising is 14.6 percent (including one for one pro rata non-remunerable entitlement offer) which is on the high side, however, consistent with the company's acquisition and not unreasonable compared with other equity raising in the market.
Sandfire Resources Ltd.	SFR	Australia	26/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Non-Executive Director Fee Pool	For	For	A vote FOR this resolution is warranted as the existing cap is insufficient to accommodate remuneration for the current directors, noting that NED fees are not presently excessive or problematic. Some concerns are raised given that the level of increase in the NED fee cap (+50 percent) is substantial and the company benchmarks director fees at the 75th percentile.
Sandfire Resources Ltd.	SFR	Australia	26/11/2021	Approve the Spill Resolution	Approve the Spill Resolution	Against	Against	A vote AGAINST this proposal is warranted. A board spill is not considered to be in the best interests of the company or shareholders at this present time given that;" The board engaged with shareholders and implemented certain positive changes to its remuneration framework in response to shareholder concerns following a "first strike" against the remuneration report at the 2020 AGM;" There are sufficient mitigating factors in regards to the quantitative misalignment between remuneration and company performance for the period in review.
The Sage Group Plc	SGE	United Kingdom	3/02/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
The Sage Group Plc	SGE	United Kingdom	3/02/2022	Elect Director	Re-elect Annette Court as Director	For	For	Votes AGAINST incumbent Nominating Committee members John Hall and John Bates are warranted for lack of gender diversity on the board.Votes FOR the remaining director nominees are warranted at this time.
The Sage Group Plc	SGE	United Kingdom	3/02/2022	Elect Director	Re-elect Drummond Hall as Director	Against	Against	Votes AGAINST incumbent Nominating Committee members John Hall and John Bates are warranted for lack of gender diversity on the board.Votes FOR the remaining director nominees are warranted at this time.
The Sage Group Plc	SGE	United Kingdom	3/02/2022	Elect Director	Re-elect Steve Hare as Director	For	For	Votes AGAINST incumbent Nominating Committee members John Hall and John Bates are warranted for lack of gender diversity on the board.Votes FOR the remaining director nominees are warranted at this time.
The Sage Group Plc	SGE	United Kingdom	3/02/2022	Elect Director	Re-elect Jonathan Howell as Director	For	For	Votes AGAINST incumbent Nominating Committee members John Hall and John Bates are warranted for lack of gender diversity on the board.Votes FOR the remaining director nominees are warranted at this time.
The Sage Group Plc	SGE	United Kingdom	3/02/2022	Elect Director	Re-elect Irana Wasti as Director	For	For	Votes AGAINST incumbent Nominating Committee members John Hall and John Bates are warranted for lack of gender diversity on the board.Votes FOR the remaining director nominees are warranted at this time.
The Sage Group Plc	SGE	United Kingdom	3/02/2022	Ratify Auditors	Reappoint Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
The Sage Group Plc	SGE	United Kingdom	3/02/2022	Authorise the Audit and Risk Committee to Fix Remuneration of External Auditor(s)	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
The Sage Group Plc	SGE	United Kingdom	3/02/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
The Sage Group Plc	SGE	United Kingdom	3/02/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
The Sage Group Plc	SGE	United Kingdom	3/02/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
The Sage Group Plc	SGE	United Kingdom	3/02/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted, although it is not without concern for shareholders:" The LTIP award opportunity for the CEO is being increased from 200% of salary to 250% of salary from FY2022." There has been a significant increase in the bonus payout for FY2021, which is supported by limited rationale.The main reasons for support are:" The increased LTIP opportunity is accompanied with a revised set of performance conditions and targets which are stated to be aligned to the Company's strategy and are supported by performance underpins which will track improvement in core KPIs." Via engagement, the Company has provided further rationale to explain bonus target-setting for FY2021, and overall performance improvement.
The Sage Group Plc	SGE	United Kingdom	3/02/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
The Sage Group Plc	SGE	United Kingdom	3/02/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
The Sage Group Plc	SGE	United Kingdom	3/02/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
The Sage Group Plc	SGE	United Kingdom	3/02/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
The Sage Group Plc	SGE	United Kingdom	3/02/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
The Sage Group Plc	SGE	United Kingdom	3/02/2022	Elect Director	Elect Andrew Duff as Director	For	For	Votes AGAINST incumbent Nominating Committee members John Hall and John Bates are warranted for lack of gender diversity on the board.Votes FOR the remaining director nominees are warranted at this time.
The Sage Group Plc	SGE	United Kingdom	3/02/2022	Elect Director	Elect Derek Harding as Director	For	For	Votes AGAINST incumbent Nominating Committee members John Hall and John Bates are warranted for lack of gender diversity on the board.Votes FOR the remaining director nominees are warranted at this time.
The Sage Group Plc	SGE	United Kingdom	3/02/2022	Elect Director	Re-elect Sangeeta Anand as Director	For	For	Votes AGAINST incumbent Nominating Committee members John Hall and John Bates are warranted for lack of gender diversity on the board.Votes FOR the remaining director nominees are warranted at this time.
The Sage Group Plc	SGE	United Kingdom	3/02/2022	Elect Director	Re-elect Dr John Bates as Director	Against	Against	Votes AGAINST incumbent Nominating Committee members John Hall and John Bates are warranted for lack of gender diversity on the board.Votes FOR the remaining director nominees are warranted at this time.
The Sage Group Plc	SGE	United Kingdom	3/02/2022	Elect Director	Re-elect Jonathan Bewes as Director	For	For	Votes AGAINST incumbent Nominating Committee members John Hall and John Bates are warranted for lack of gender diversity on the board.Votes FOR the remaining director nominees are warranted at this time.
Seagen Inc.	SGEN	USA	13/05/2022	Elect Director	Elect Director Ted W. Love	For	For	A vote FOR the director nominees is warranted.
Seagen Inc.	SGEN	USA	13/05/2022	Elect Director	Elect Director Daniel G. Welch	For	For	A vote FOR the director nominees is warranted.
Seagen Inc.	SGEN	USA	13/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.
Seagen Inc.	SGEN	USA	13/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Sims Limited	SGM	Australia	10/11/2021	Elect Director	Elect Geoffrey N Brunson as Director	For	For	A qualified vote FOR the re-election of Chairman Geoffrey (Geoff) Brunson is warranted. Concerns are noted that he serves as a non-independent chairman of the board and as a member of the Audit Committee, which is not fully independent (being 67 percent independent) and the Nomination Committee which is not majority independent (being 33 percent independent). His independence classification is due to excessive tenure, however, the board will be undertaking refreshment in the future.A vote FOR the re-election of Georgia Nelson and the election of Victoria (Vicky) Binns is warranted. They are independent directors and no material concerns have been identified regarding board and committee composition resulting from their nomination.
Sims Limited	SGM	Australia	10/11/2021	Elect Director	Elect Georgia Nelson as Director	For	For	A qualified vote FOR the re-election of Chairman Geoffrey (Geoff) Brunson is warranted. Concerns are noted that he serves as a non-independent chairman of the board and as a member of the Audit Committee, which is not fully independent (being 67 percent independent) and the Nomination Committee which is not majority independent (being 33 percent independent). His independence classification is due to excessive tenure, however, the board will be undertaking refreshment in the future.A vote FOR the re-election of Georgia Nelson and the election of Victoria (Vicky) Binns is warranted. They are independent directors and no material concerns have been identified regarding board and committee composition resulting from their nomination.
Sims Limited	SGM	Australia	10/11/2021	Elect Director	Elect Victoria (Vicky) Binns as Director	For	For	A qualified vote FOR the re-election of Chairman Geoffrey (Geoff) Brunson is warranted. Concerns are noted that he serves as a non-independent chairman of the board and as a member of the Audit Committee, which is not fully independent (being 67 percent independent) and the Nomination Committee which is not majority independent (being 33 percent independent). His independence classification is due to excessive tenure, however, the board will be undertaking refreshment in the future.A vote FOR the re-election of Georgia Nelson and the election of Victoria (Vicky) Binns is warranted. They are independent directors and no material concerns have been identified regarding board and committee composition resulting from their nomination.

Sims Limited	SGM	Australia	10/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted. No material misalignment between pay, performance and shareholder outcomes is observed in the period under review. Concerns are observed in the following: "The level of the CEO's total pay has triggered a high level of concern in quantitative pay for performance analysis mainly due to the excessive quantum of LTI grants, although noting the non-vesting of the FY19 grant providing some mitigation to concerns." The STI performance hurdles continue not to be disclosed, preventing shareholders from assessing the rigor to targets and alignment of STI bonuses with operating performance." The LTI maximum opportunities continue to be excessive relative to Australian peers, especially when noting that the CEO and CFO were relocated from the US to Australia (given that location of these executives in the US was a key reason given by the board for adopting higher US remuneration standards); and" A significant proportion of the LTI award is subject to strategic targets which are considered to be part of the CEO's "day job".
Sims Limited	SGM	Australia	10/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Alistair Field	For	For	A qualified vote FOR the LTI grant is warranted. The grant is essentially the same as in the prior year. In this case, there may be sufficient justification for waiving the traditional shareholder requirements of the LTI which require objective long term financial performance measures to justify alignment of LTI bonuses with shareholder outcomes. Here the company has a substantial strategic component, which remains subject to the board's discretion and heightened shareholder scrutiny of any vesting. In mitigating, the company has provided above market disclosure of the specific, quantified and measurable strategic targets being well presented in the notice of meeting and in disclosure already provided to the market of the strategic moves. The qualification is based on the potential for misalignment of executive bonuses with shareholder outcomes because of the following: " A significant proportion of the LTI (78 percent) continues to be subject to strategic targets, which are intermingled with the CEO's "day job" – from this." A 45 percent component has a 10-12 percent ROC requirement before any vesting on strategic achievements is available, representing a positive financial gateway;" A 33 percent component is subject to a short one-year performance period, which is not consistent with the long-term focus of investors; and" The quantum of the award continues to be significantly higher than the company's peers.
Stockland	SGP	Australia	19/10/2021	Elect Director	Elect Laurence Brindle as Director	For	For	A vote FOR the election of Laurence Brindle (Item 2) and Adam Tindall (Item 3), and the re-election of Melinda Conrad (Item 4) and Christine O'Reilly (Item 5) is warranted. They serve as independent non-executive directors and no material concerns have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Stockland	SGP	Australia	19/10/2021	Elect Director	Elect Adam Tindall as Director	For	For	A vote FOR the election of Laurence Brindle (Item 2) and Adam Tindall (Item 3), and the re-election of Melinda Conrad (Item 4) and Christine O'Reilly (Item 5) is warranted. They serve as independent non-executive directors and no material concerns have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Stockland	SGP	Australia	19/10/2021	Elect Director	Elect Melinda Conrad as Director	For	For	A vote FOR the election of Laurence Brindle (Item 2) and Adam Tindall (Item 3), and the re-election of Melinda Conrad (Item 4) and Christine O'Reilly (Item 5) is warranted. They serve as independent non-executive directors and no material concerns have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Stockland	SGP	Australia	19/10/2021	Elect Director	Elect Christine O'Reilly as Director	For	For	A vote FOR the election of Laurence Brindle (Item 2) and Adam Tindall (Item 3), and the re-election of Melinda Conrad (Item 4) and Christine O'Reilly (Item 5) is warranted. They serve as independent non-executive directors and no material concerns have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Stockland	SGP	Australia	19/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted given that remuneration outcomes are sufficiently aligned with company performance for the year under review. The recommendation is qualified to highlight concerns for the following: " Relatively large fixed remuneration increases to certain executives;" Absence of disclosure of specific and quantified financial targets in the STI, representing inferior disclosure; and" The award of retention securities to two executives which are conditioned solely on continued employment, especially noting the appointment of an external candidate as the new CEO.
Stockland	SGP	Australia	19/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Tarun Gupta	For	For	A vote FOR this resolution is warranted because the grant of performance rights sufficiently aligns the bonus to the CEO with improved shareholder results and financial performance. There is a three-year performance period (which is at the minimum accepted in this market, although increasingly seen as short amongst larger ASX-listed entities), with 50% subject to an additional 12-month vesting condition based on continuous service. Concerns are noted that " there is a single relative TSR measure which is linked to shareholder outcomes; however, this is assessed against a narrow and curated peer group;" the grant value of the LTI to the CEO is materially above industry and market cap peers.
Stockland	SGP	Australia	19/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Constitution of the Company	For	For	A vote FOR the resolution is warranted as the proposed amendments are not contentious and no material governance issues have been identified.
Stockland	SGP	Australia	19/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Constitution of the Trust	For	For	A vote FOR the resolution is warranted as the proposed amendments are not contentious and no material governance issues have been identified.
Stockland	SGP	Australia	19/10/2021	Renew Partial Takeover Provision	Approve Renewal of Proportional Takeover Provisions	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
The Star Entertainment Group Limited	SGR	Australia	28/10/2021	Elect Director	Elect Sally Pitkin as Director	For	For	A vote FOR all nominees is warranted.
The Star Entertainment Group Limited	SGR	Australia	28/10/2021	Elect Director	Elect Ben Heap as Director	For	For	A vote FOR all nominees is warranted.
The Star Entertainment Group Limited	SGR	Australia	28/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted. No material misalignment of pay, performance and shareholder outcomes is noted for the period under review. Fixed remuneration was not increased for the executive KMP (apart from the CFO). " No increase in director fees. " No STI bonuses were paid as the financial gateway was not met, and" No LTI awards vested during FY21. The qualification is to highlight persisting concerns for: " The level of the CEO's total pay triggered a high level of concern for misalignment in quantitative pay for performance analysis. " There is poor disclosure in the STI with quantified and specific financial and non-financial targets (at threshold, target and maximum) not being disclosed." The EPS growth and ROIC hurdles in the LTI are not disclosed, preventing a shareholder assessment of the rigor of targets." Dividends on unvested shares in the LTI is inconsistent with better market practices of many ASX-listed entities.
The Star Entertainment Group Limited	SGR	Australia	28/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Matt Bekier	For	For	A qualified vote FOR the LTI grant to the CEO is warranted. The LTI structure is consistent with prior years and reasonably aligned with shareholder interests, including a 4-year performance period and vesting subject to relative TSR, EPS and ROIC performance measures. The qualification is based on persisting concerns for " quantum continues to be excessive," EPS and ROIC performance hurdles are not disclosed and pre shareholders from independently assessing the rigor of targets, and" the provision for dividends on unvested shares.
The Star Entertainment Group Limited	SGR	Australia	28/10/2021	Approve the Spill Resolution	Approve Conditional Spill Resolution	Against	Against	A vote AGAINST this resolution is warranted. This is not considered to be in the best interests of the company or its shareholders at this present time. The board has taken on feedback from shareholders following the "first strike" at the 202 AGM and responded appropriately. " There was no use of upward board discretion in regard to outcomes in FY21, which was identified as a key issue in FY20. " The company has reported improved performance, although still weak and impacted by the COVID-19 pandemic, and there were no fixed remuneration increased, no STI bonuses and no LTI vesting to the CEO and executives. Continued scrutiny will be required over remuneration matters and disclosure, use of discretion and corporate governance practices.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated and Standalone Financial Statements	For	For	A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Allow Shareholder Meetings to be Held in Virtual-Only Format	Amend Articles Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	A vote FOR this item is warranted because: " The framework for implementing virtual-only meetings is limited." The other amendments are not deemed controversial.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Amend Articles/Charter Compensation-Related	Amend Article 45 Re: Director Remuneration	For	For	A vote FOR this item is warranted because: " The framework for implementing virtual-only meetings is limited." The other amendments are not deemed controversial.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles Re: Involvement of Shareholders in Listed Companies	For	For	A vote FOR this item is warranted because: " The framework for implementing virtual-only meetings is limited." The other amendments are not deemed controversial.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles Re: Technical Improvements	For	For	A vote FOR this item is warranted because: " The framework for implementing virtual-only meetings is limited." The other amendments are not deemed controversial.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Allow Shareholder Meetings to be Held in Virtual-Only Format	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	A vote FOR this item is warranted because: " The framework for implementing virtual-only meetings is limited." The other amendments are not deemed controversial.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Approve/Amend Regulations on General Meetings	Amend Article 6 of General Meeting Regulations Re: Board Competences	For	For	A vote FOR this item is warranted because: " The framework for implementing virtual-only meetings is limited." The other amendments are not deemed controversial.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Approve/Amend Regulations on General Meetings	Amend Articles of General Meeting Regulations Re: Technical Improvements	For	For	A vote FOR this item is warranted because: " The framework for implementing virtual-only meetings is limited." The other amendments are not deemed controversial.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Authorize Board to Ratify and Execute Approved Resolutions	Authorize Board to Ratify and Execute Approved Resolutions	For	For	A vote FOR this standard resolution is warranted as it provides the board with the means to carry out the agreements validly adopted by the general meeting.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote on Remuneration Report	For	For	A vote FOR this item is warranted due to a lack of material concerns about the company's remuneration practices.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Receive/Approve Report/Announcement	Approve Consolidated and Standalone Management Reports	For	For	A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Accept/Approve Corporate Social Responsibility Report	Approve Non-Financial Information Statement	For	For	A vote FOR this item is warranted due to a lack of specific concern about the non-financial information reported by the company.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Approve Discharge of Board and President	Approve Discharge of Board	For	For	A vote FOR this resolution is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income	For	For	A vote FOR this item is warranted due to the lack of controversy surrounding the proposed income allocation.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Elect Director	Ratify Appointment of and Elect Jochen Eickholt as Director	For	For	A vote FOR Item 6 is warranted due to a lack of concerns about the CEO nominee. A vote FOR Item 7 is warranted due to a lack of concerns about the independent director nominee. A vote FOR the election of NI-NED Andre Clark under Item 8 is warranted because the board meets the one third independence guideline applicable to Spain-incorporated companies with a majority shareholder.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Elect Director	Ratify Appointment of and Elect Francisco Belli Creixell as Director	For	For	A vote FOR Item 6 is warranted due to a lack of concerns about the CEO nominee. A vote FOR Item 7 is warranted due to a lack of concerns about the independent director nominee. A vote FOR the election of NI-NED Andre Clark under Item 8 is warranted because the board meets the one third independence guideline applicable to Spain-incorporated companies with a majority shareholder.

Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Elect Director	Ratify Appointment of and Elect Andre Clark as Director	For	For	A vote FOR Item 6 is warranted due to a lack of concerns about the CEO nominee. A vote FOR Item 7 is warranted due to a lack of concerns about the independent director nominee. A vote FOR the election of NI-NED Andre Clark under Item 8 is warranted because the board meets the one third independence guideline applicable to Spain-incorporated companies with a majority shareholder.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Ratify Auditors	Renew Appointment of Ernst & Young as Auditor	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Elect Director	Re-elect Andy Gullford as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Elect Director	Re-elect Martin Moore as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Elect Director	Re-elect David Sleath as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Elect Director	Elect Simon Fraser as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Elect Director	Elect Andy Harrison as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Elect Director	Elect Linda Yueh as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Amend Restricted Stock Plan	Amend Long Term Incentive Plan	For	For	A vote FOR the proposed remuneration policy is warranted, although it is not without concern because: * The CEO's maximum LTIP opportunity will be increased from 250% of salary to 300% of salary. The main reasons for support are: * The Company has grown in size and complexity since the last AGM. Since the last policy review, the Company's market capitalisation has doubled and its property portfolio value has increased by more than 50% to GBP 18.4 billion. The Remuneration Committee explains that in this context, the CEO's current remuneration is being increased as it lags behind the FTSE 100 and large REITs market. * If the CEO's maximum LTIP award will be increased, his shareholding requirement will also be increased to 400% of salary.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted in the absence of material concerns.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR the proposed remuneration policy is warranted, although it is not without concern because: * The CEO's maximum LTIP opportunity will be increased from 250% of salary to 300% of salary. The main reasons for support are: * The Company has grown in size and complexity since the last AGM. Since the last policy review, the Company's market capitalisation has doubled and its property portfolio value has increased by more than 50% to GBP 18.4 billion. The Remuneration Committee explains that in this context, the CEO's current remuneration is being increased as it is significantly behind the FTSE 100 and large REITs market. * If the CEO's maximum LTIP award is increased, his shareholding requirement will also be increased to 400% of salary. * No further material issues have been identified.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Elect Director	Re-elect Gerald Corbett as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Elect Director	Re-elect Mary Barnard as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Elect Director	Re-elect Sue Clayton as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Elect Director	Re-elect Soumen Das as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Elect Director	Re-elect Carol Fairweather as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Open Meeting	Open Meeting	For	For	These are routine meeting formalities.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Board Member Jon Fredrik Baksaa	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Employee Representative Anna Hjelmborg	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Employee Representative Lena Renstrom	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Employee Representative, Deputy Stefan Henricson	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Employee Representative, Deputy Charlotte Uriz	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of CEO Carina Akerstrom	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Board Member Stina Bergfors	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Board Member Hans Bjorck	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Board Chairman Par Boman	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Board Member Kerstin Hessius	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Board Member Fredrik Lundberg	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Board Member Ulf Riese	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Board Member Arja Taaveniku	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Board Member Carina Akerstrom	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares	For	For	A vote FOR these proposals to repurchase and reissue company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	A vote FOR these proposals to repurchase and reissue company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	For	For	A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Fix Number of Directors and/or Auditors	Determine Number of Directors (10)	For	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Fix Number of Directors and/or Auditors	Determine Number of Auditors (2)	For	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the number of auditors.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of SEK 3.6 Million for Chairman, SEK 1 Million for Vice Chairman, and SEK 745,000 for Other Directors; Approve Remuneration for Committee Work	For	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Approve Remuneration of Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.

Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Elect Director	Reelect Jon-Fredrik Baksaaas as Director	Against	Against	Votes FOR candidates Stina Bergfors; Hans Biorck, Kerstin Hessius and Arja Tavaveniku, Helen Barnekow, and Carina Aakerstrom are warranted due to a lack of concern regarding the suitability of these individuals in particular.Votes AGAINST candidates Jon Fredrik Baksaaas, Par Boman, Fredrik Lundberg and Ulf Riese are warranted for the following reasons: " Boman, Baksaaas and Riese serve as non-independent directors on the audit committee with an insufficient level of overall independence. Moreover, Baksaaas is a non-independent chair of the audit committee." Boman and Baksaaas serve as non-independent directors on the remuneration committee with an insufficient level of overall independence." Boman and Lundberg sit on excessive number of outside boards.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Elect Director	Reelect Carina Akerstrom as Director	For	For	Votes FOR candidates Stina Bergfors; Hans Biorck, Kerstin Hessius and Arja Tavaveniku, Helen Barnekow, and Carina Aakerstrom are warranted due to a lack of concern regarding the suitability of these individuals in particular.Votes AGAINST candidates Jon Fredrik Baksaaas, Par Boman, Fredrik Lundberg and Ulf Riese are warranted for the following reasons: " Boman, Baksaaas and Riese serve as non-independent directors on the audit committee with an insufficient level of overall independence. Moreover, Baksaaas is a non-independent chair of the audit committee." Boman and Baksaaas serve as non-independent directors on the remuneration committee with an insufficient level of overall independence." Boman and Lundberg sit on excessive number of outside boards.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Elect Director	Elect Helene Barnekow as New Director	For	For	Votes FOR candidates Stina Bergfors; Hans Biorck, Kerstin Hessius and Arja Tavaveniku, Helen Barnekow, and Carina Aakerstrom are warranted due to a lack of concern regarding the suitability of these individuals in particular.Votes AGAINST candidates Jon Fredrik Baksaaas, Par Boman, Fredrik Lundberg and Ulf Riese are warranted for the following reasons: " Boman, Baksaaas and Riese serve as non-independent directors on the audit committee with an insufficient level of overall independence. Moreover, Baksaaas is a non-independent chair of the audit committee." Boman and Baksaaas serve as non-independent directors on the remuneration committee with an insufficient level of overall independence." Boman and Lundberg sit on excessive number of outside boards.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Elect Director	Reelect Stina Bergfors as Director	For	For	Votes FOR candidates Stina Bergfors; Hans Biorck, Kerstin Hessius and Arja Tavaveniku, Helen Barnekow, and Carina Aakerstrom are warranted due to a lack of concern regarding the suitability of these individuals in particular.Votes AGAINST candidates Jon Fredrik Baksaaas, Par Boman, Fredrik Lundberg and Ulf Riese are warranted for the following reasons: " Boman, Baksaaas and Riese serve as non-independent directors on the audit committee with an insufficient level of overall independence. Moreover, Baksaaas is a non-independent chair of the audit committee." Boman and Baksaaas serve as non-independent directors on the remuneration committee with an insufficient level of overall independence." Boman and Lundberg sit on excessive number of outside boards.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Elect Director	Reelect Hans Biorck as Director	For	For	Votes FOR candidates Stina Bergfors; Hans Biorck, Kerstin Hessius and Arja Tavaveniku, Helen Barnekow, and Carina Aakerstrom are warranted due to a lack of concern regarding the suitability of these individuals in particular.Votes AGAINST candidates Jon Fredrik Baksaaas, Par Boman, Fredrik Lundberg and Ulf Riese are warranted for the following reasons: " Boman, Baksaaas and Riese serve as non-independent directors on the audit committee with an insufficient level of overall independence. Moreover, Baksaaas is a non-independent chair of the audit committee." Boman and Baksaaas serve as non-independent directors on the remuneration committee with an insufficient level of overall independence." Boman and Lundberg sit on excessive number of outside boards.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Elect Director	Reelect Par Boman as Director	Against	Against	Votes FOR candidates Stina Bergfors; Hans Biorck, Kerstin Hessius and Arja Tavaveniku, Helen Barnekow, and Carina Aakerstrom are warranted due to a lack of concern regarding the suitability of these individuals in particular.Votes AGAINST candidates Jon Fredrik Baksaaas, Par Boman, Fredrik Lundberg and Ulf Riese are warranted for the following reasons: " Boman, Baksaaas and Riese serve as non-independent directors on the audit committee with an insufficient level of overall independence. Moreover, Baksaaas is a non-independent chair of the audit committee." Boman and Baksaaas serve as non-independent directors on the remuneration committee with an insufficient level of overall independence." Boman and Lundberg sit on excessive number of outside boards.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Elect Director	Reelect Kerstin Hessius as Director	For	For	Votes FOR candidates Stina Bergfors; Hans Biorck, Kerstin Hessius and Arja Tavaveniku, Helen Barnekow, and Carina Aakerstrom are warranted due to a lack of concern regarding the suitability of these individuals in particular.Votes AGAINST candidates Jon Fredrik Baksaaas, Par Boman, Fredrik Lundberg and Ulf Riese are warranted for the following reasons: " Boman, Baksaaas and Riese serve as non-independent directors on the audit committee with an insufficient level of overall independence. Moreover, Baksaaas is a non-independent chair of the audit committee." Boman and Baksaaas serve as non-independent directors on the remuneration committee with an insufficient level of overall independence." Boman and Lundberg sit on excessive number of outside boards.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Elect Director	Reelect Fredrik Lundberg as Director	Against	Against	Votes FOR candidates Stina Bergfors; Hans Biorck, Kerstin Hessius and Arja Tavaveniku, Helen Barnekow, and Carina Aakerstrom are warranted due to a lack of concern regarding the suitability of these individuals in particular.Votes AGAINST candidates Jon Fredrik Baksaaas, Par Boman, Fredrik Lundberg and Ulf Riese are warranted for the following reasons: " Boman, Baksaaas and Riese serve as non-independent directors on the audit committee with an insufficient level of overall independence. Moreover, Baksaaas is a non-independent chair of the audit committee." Boman and Baksaaas serve as non-independent directors on the remuneration committee with an insufficient level of overall independence." Boman and Lundberg sit on excessive number of outside boards.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Elect Director	Reelect Ulf Riese as Director	Against	Against	Votes FOR candidates Stina Bergfors; Hans Biorck, Kerstin Hessius and Arja Tavaveniku, Helen Barnekow, and Carina Aakerstrom are warranted due to a lack of concern regarding the suitability of these individuals in particular.Votes AGAINST candidates Jon Fredrik Baksaaas, Par Boman, Fredrik Lundberg and Ulf Riese are warranted for the following reasons: " Boman, Baksaaas and Riese serve as non-independent directors on the audit committee with an insufficient level of overall independence. Moreover, Baksaaas is a non-independent chair of the audit committee." Boman and Baksaaas serve as non-independent directors on the remuneration committee with an insufficient level of overall independence." Boman and Lundberg sit on excessive number of outside boards.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Elect Director	Reelect Arja Taaveniku as Director	For	For	Votes FOR candidates Stina Bergfors; Hans Biorck, Kerstin Hessius and Arja Tavaveniku, Helen Barnekow, and Carina Aakerstrom are warranted due to a lack of concern regarding the suitability of these individuals in particular.Votes AGAINST candidates Jon Fredrik Baksaaas, Par Boman, Fredrik Lundberg and Ulf Riese are warranted for the following reasons: " Boman, Baksaaas and Riese serve as non-independent directors on the audit committee with an insufficient level of overall independence. Moreover, Baksaaas is a non-independent chair of the audit committee." Boman and Baksaaas serve as non-independent directors on the remuneration committee with an insufficient level of overall independence." Boman and Lundberg sit on excessive number of outside boards.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Elect Board Chairman/Vice-Chairman	Reelect Par Boman as Board Chair	Against	Against	A vote AGAINST this proposal is warranted because Par Boman is both overboarded and sits on the audit committee as a non-independent chairman.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Elect Chairman of Meeting	Elect Chairman of Meeting	For	For	These are routine meeting formalities.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Ratify Auditors	Ratify Ernst & Young as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Ratify Auditors	Ratify PricewaterhouseCoopers as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Elect Member of Nominating Committee	Approve Nomination Committee Procedures	For	For	A vote FOR the approval of the procedure for the appointment of a nominating committee is warranted due to a lack of concern regarding the composition of the nominating committee.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Approve Remuneration Policy	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For	A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene good European executive remuneration practice.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	For	For	A vote FOR this proposal is warranted due to a lack of concerns with the proposition.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Company-Specific -- Shareholder Miscellaneous	Amend Bank's Mainframe Computers Software	Against	Against	A vote AGAINST this item is warranted as the proposal seeks to micromanage the company.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Company-Specific -- Shareholder Miscellaneous	Approve Formation of Integration Institute	Against	Against	A vote AGAINST this item is warranted as the proponent has failed to disclose a rationale behind the proposal.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Close Meeting	Close Meeting			This is a non-voting formality.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or Vote Tabulation	Designate Maria Sjostedt as Inspector of Minutes of Meeting	For	For	These are routine meeting formalities.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or Vote Tabulation	Designate Carina Silberg as Inspector of Minutes of Meeting	For	For	These are routine meeting formalities.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Prepare and Approve List of Shareholders	Prepare and Approve List of Shareholders	For	For	These are routine meeting formalities.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Approve Minutes of Previous Meeting	Approve Agenda of Meeting	For	For	These are routine meeting formalities.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Acknowledge Proper Convening of Meeting	Acknowledge Proper Convening of Meeting	For	For	These are routine meeting formalities.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports			This is a routine, non-voting item.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Svenska Handelsbanken AB	SHB.A	Sweden	23/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of SEK 5.00 Per Share	For	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Royal Dutch Shell Plc	SHEL	United Kingdom	10/12/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Royal Dutch Shell Plc	SHEL	United Kingdom	24/05/2022	Elect Director	Re-elect Catherine Hughes as Director	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Sir Andrew Mackenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
Royal Dutch Shell Plc	SHEL	United Kingdom	24/05/2022	Elect Director	Re-elect Martina Hund-Mejean as Director	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Sir Andrew Mackenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
Royal Dutch Shell Plc	SHEL	United Kingdom	24/05/2022	Elect Director	Re-elect Sir Andrew Mackenzie as Director	Against	Against	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Sir Andrew Mackenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.

Royal Dutch Shell Plc	SHEL	United Kingdom	24/05/2022	Elect Director	Re-elect Abraham Schot as Director	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Sir Andrew Mackenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
Royal Dutch Shell Plc	SHEL	United Kingdom	24/05/2022	Ratify Auditors	Reappoint Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Royal Dutch Shell Plc	SHEL	United Kingdom	24/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Royal Dutch Shell Plc	SHEL	United Kingdom	24/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Royal Dutch Shell Plc	SHEL	United Kingdom	24/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Royal Dutch Shell Plc	SHEL	United Kingdom	24/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Royal Dutch Shell Plc	SHEL	United Kingdom	24/05/2022	Authorize Directed Share Repurchase Program	Authorise Off-Market Purchase of Ordinary Shares	For	For	A vote FOR this item is considered warranted as no material concerns have been identified.
Royal Dutch Shell Plc	SHEL	United Kingdom	24/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted, as no material concerns have been identified.
Royal Dutch Shell Plc	SHEL	United Kingdom	24/05/2022	Management Climate-Related Proposal	Approve the Shell Energy Transition Progress Update	Against	Against	A vote AGAINST this resolution is warranted. The Company's Scope 3 targets relate to intensity reduction, rather than absolute emission reduction. Additionally, there is a lack of detail on the Company's Scope 3 emissions and on how it intends to meet its associated targets. More granular and explicit disclosure should be provided to enable stakeholders to make the connection between the Company's goals and the relevant IEA net zero pathways. Furthermore, the plans are partly reliant on technologies, such as CCS, and on offsets (nature-based offsets).
Royal Dutch Shell Plc	SHEL	United Kingdom	24/05/2022	GHG Emissions	Request Shell to Set and Publish Targets for Greenhouse Gas (GHG) Emissions	For	For	A vote FOR this proposal is warranted as the setting and publication of targets would aid shareholders in understanding the company's assessment of how it could reduce its carbon footprint in alignment with greenhouse gas reductions necessary to achieve the Paris Agreement goal of maintaining global warming well below 2 degrees Celsius.
Royal Dutch Shell Plc	SHEL	United Kingdom	24/05/2022	Elect Director	Elect Sinead Gorman as Director	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Sir Andrew Mackenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
Royal Dutch Shell Plc	SHEL	United Kingdom	24/05/2022	Elect Director	Re-elect Ben van Beurden as Director	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Sir Andrew Mackenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
Royal Dutch Shell Plc	SHEL	United Kingdom	24/05/2022	Elect Director	Re-elect Dick Boer as Director	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Sir Andrew Mackenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
Royal Dutch Shell Plc	SHEL	United Kingdom	24/05/2022	Elect Director	Re-elect Neil Carson as Director	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Sir Andrew Mackenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
Royal Dutch Shell Plc	SHEL	United Kingdom	24/05/2022	Elect Director	Re-elect Ann Godbehere as Director	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Sir Andrew Mackenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
Royal Dutch Shell Plc	SHEL	United Kingdom	24/05/2022	Elect Director	Re-elect Euleen Goh as Director	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Sir Andrew Mackenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
Royal Dutch Shell Plc	SHEL	United Kingdom	24/05/2022	Elect Director	Re-elect Janie Lute as Director	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Sir Andrew Mackenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted.
Sonic Healthcare Limited	SHL	Australia	18/11/2021	Elect Director	Elect Kate Spargo as Director	For	For	A qualified vote FOR the re-election of independent director Kate Spargo (Item 1) is warranted as there are no concerns regarding board and committee composition resulting from her election. A qualified vote FOR the re-election of Louis Panaccio (Item 2) is warranted as he is reclassified as non-independent due to excessive tenure on a board that is majority independent and serves as a member of the Audit Committee.
Sonic Healthcare Limited	SHL	Australia	18/11/2021	Elect Director	Elect Lou Panaccio as Director	For	For	A qualified vote FOR the re-election of independent director Kate Spargo (Item 1) is warranted as there are no concerns regarding board and committee composition resulting from her election. A qualified vote FOR the re-election of Louis Panaccio (Item 2) is warranted as he is reclassified as non-independent due to excessive tenure on a board that is majority independent and serves as a member of the Audit Committee.
Sonic Healthcare Limited	SHL	Australia	18/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted because no material disconnect between remuneration, company performance and shareholder interests has been identified in the period under review. Shareholder concerns persist with the high quantum of pay for the CEO and CFO which is set at the upper quartile of peers, and the significant increase to non-executive director fees in FY21.
Sonic Healthcare Limited	SHL	Australia	18/11/2021	Approve Share Plan Grant	Approve Grant of Options and Performance Rights to Colin Goldschmidt	For	For	A qualified vote FOR the FY22 LTI grant to CEO Colin Goldschmidt and CFO Chris Wilks is warranted. There are two performance measures (relative TSR and ROIC) that reasonably align with improved shareholder interests. However, this recommendation is qualified given that the quantum of the CEO's LTI exceeds the median of market cap and industry peers and the ROIC targets are not disclosed.
Sonic Healthcare Limited	SHL	Australia	18/11/2021	Approve Share Plan Grant	Approve Grant of Options and Performance Rights to Chris Wilks	For	For	A qualified vote FOR the FY22 LTI grant to CEO Colin Goldschmidt and CFO Chris Wilks is warranted. There are two performance measures (relative TSR and ROIC) that reasonably align with improved shareholder interests. However, this recommendation is qualified given that the quantum of the CEO's LTI exceeds the median of market cap and industry peers and the ROIC targets are not disclosed.
Shopify Inc.	SHOP	Canada	7/06/2022	Elect Director	Elect Director Tobias Lutke	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Shopify Inc.	SHOP	Canada	7/06/2022	Elect Director Robert Ashe	Elect Director Robert Ashe	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Shopify Inc.	SHOP	Canada	7/06/2022	Elect Director Gail Goodman	Elect Director Gail Goodman	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Shopify Inc.	SHOP	Canada	7/06/2022	Elect Director Colleen Johnston	Elect Director Colleen Johnston	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Shopify Inc.	SHOP	Canada	7/06/2022	Elect Director Jeremy Levine	Elect Director Jeremy Levine	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Shopify Inc.	SHOP	Canada	7/06/2022	Elect Director John Phillips	Elect Director John Phillips	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Shopify Inc.	SHOP	Canada	7/06/2022	Elect Director Fijidi Simo	Elect Director Fijidi Simo	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Shopify Inc.	SHOP	Canada	7/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (3 percent) were reasonable relative to total fees paid to the auditor.
Shopify Inc.	SHOP	Canada	7/06/2022	Company Specific - Equity Related	Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer	Against	Against	Vote AGAINST the creation of the Founder Share as it does not meet the exceptional set of circumstances under which such multi-class share structure might be considered appropriate in the Canadian market, nor does there appear to be sufficient rationale that suggests the proposed multi-class share structure should potentially be perpetuated in the form presented.
Shopify Inc.	SHOP	Canada	7/06/2022	Approve Stock Split	Approve Stock Split	For	For	Vote FOR this stock split as it could increase market liquidity and expand the potential capital base of the company.
Shopify Inc.	SHOP	Canada	7/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote on Executive Compensation Approach	For	For	While a vote FOR this non-binding advisory vote is warranted, various problematic pay practices have persisted, including a stock option grant of US\$20M to the CEO, lack of certain risk mitigating practices, and a single trigger change-in-control agreement. As a result, the problematic pay practices concern level has been elevated to a Medium.
Select Harvests Limited	SHV	Australia	25/02/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted. The remuneration framework is consistent with market and no material misalignment between pay and performance and shareholder outcomes has been identified for the period under review. As in prior years, concerns include: The absence of disclosure of specific and quantified performance targets in the STI; and The absence of deferral of STI bonuses which is typically seen in ASX300 companies.
Select Harvests Limited	SHV	Australia	25/02/2022	Elect Director	Elect Guy Kingwill as Director	Against	Against	Votes AGAINST incumbent nominee Guy Kingwill are warranted for lack of diversity on the board. A vote FOR director nominee Travis Dillon is warranted.
Select Harvests Limited	SHV	Australia	25/02/2022	Elect Director	Elect Travis Dillon as Director	For	For	Votes AGAINST incumbent nominee Guy Kingwill are warranted for lack of diversity on the board. A vote FOR director nominee Travis Dillon is warranted.
Select Harvests Limited	SHV	Australia	25/02/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A vote FOR this resolution is warranted, on the basis that: The proposed increase is not material and allows for additional board appointments in facilitating future board renewal; and Non-executive director fees are not considered contentious.

Select Harvests Limited	SHV	Australia	25/02/2022	Approve Share Plan Grant	Approve Participation of Paul Thompson in the Long-Term Incentive Plan	For	For	A qualified vote FOR this resolution is warranted on the basis that the structure of the grant is broadly in line with market practice and shareholder expectations with appropriate performance vesting periods and objective financial targets comprising 80 percent of the award. The qualification is to highlight the concern for: " The quantum of the CEO's FY22 LTI grant is substantially higher compared to the prior year." The introduction of a strategic hurdle (comprising 20 percent of the award) with no clear disclosure of what the targets are or how they are objectively aligned with improved shareholder results and not just a bonus for the "day job"; " There is no hurdle linked to outperformance relative to peers for the FY22 LTI grant, which raises the possibility that executives are rewarded for factors resulting from market movements instead of significant outperformance against peers; and" There exists the potential for accelerated vesting provisions under a specific change of control event.
The Sherwin-Williams Company	SHW	USA	20/04/2022	Elect Director	Elect Director Kerri B. Anderson	For	For	A vote FOR the director nominees is warranted.
The Sherwin-Williams Company	SHW	USA	20/04/2022	Elect Director	Elect Director Arthur F. Anton	For	For	A vote FOR the director nominees is warranted.
The Sherwin-Williams Company	SHW	USA	20/04/2022	Elect Director	Elect Director Jeff M. Fettig	For	For	A vote FOR the director nominees is warranted.
The Sherwin-Williams Company	SHW	USA	20/04/2022	Elect Director	Elect Director Richard J. Kramer	For	For	A vote FOR the director nominees is warranted.
The Sherwin-Williams Company	SHW	USA	20/04/2022	Elect Director	Elect Director John G. Morikis	For	For	A vote FOR the director nominees is warranted.
The Sherwin-Williams Company	SHW	USA	20/04/2022	Elect Director	Elect Director Christine A. Poon	For	For	A vote FOR the director nominees is warranted.
The Sherwin-Williams Company	SHW	USA	20/04/2022	Elect Director	Elect Director Aaron M. Powell	For	For	A vote FOR the director nominees is warranted.
The Sherwin-Williams Company	SHW	USA	20/04/2022	Elect Director	Elect Director Marta R. Stewart	For	For	A vote FOR the director nominees is warranted.
The Sherwin-Williams Company	SHW	USA	20/04/2022	Elect Director	Elect Director Michael H. Thaman	For	For	A vote FOR the director nominees is warranted.
The Sherwin-Williams Company	SHW	USA	20/04/2022	Elect Director	Elect Director Matthew Thornton, III	For	For	A vote FOR the director nominees is warranted.
The Sherwin-Williams Company	SHW	USA	20/04/2022	Elect Director	Elect Director Steven H. Wunning	For	For	A vote FOR the director nominees is warranted.
The Sherwin-Williams Company	SHW	USA	20/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. While this is the second year in a row that the committee discretionarily adjusted STI payouts, the rationale and magnitude of these adjustments appear reasonable and pay and performance were reasonably aligned for the year in review. Shareholders should continue to monitor the STI program for additional discretionary adjustments in future.
The Sherwin-Williams Company	SHW	USA	20/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Sigma Healthcare Limited	SIG	Australia	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted given the alignment of poor financial results and weak shareholder returns with nil STI bonuses and nil LTI vesting. The following matters are highlighted: " High concern for misalignment is identified in the quantitative pay for performance analysis, pointing to excessive remuneration in prior years which was misaligned with company performance and shareholder returns. " Continued poor and absent disclosure of specific and quantified STI performance targets which does not allow shareholders to assess the rigor of performance measures and materially inconsistent with market. " There is "double-counting" of the ROIC performance measure in the STI and LTI suggesting that there is potential to receive bonuses twice for the same performance. " Discretion of the Board to adjust performance targets.
Sigma Healthcare Limited	SIG	Australia	12/05/2022	Elect Director	Elect David Manuel as Director	For	For	A qualified vote FOR the re-election of David Manuel is warranted on the basis that he is classified as a non-independent director who serves as member of the Audit and Risk Committee. A vote FOR the re-election of independent non-executive director Michael Sammelis is warranted as no material concerns have been identified regarding board and committee composition resulting from his nomination. A vote FOR the election of Vikesh Ramsunder is warranted as he is the CEO and managing director in line with Australian market practice.
Sigma Healthcare Limited	SIG	Australia	12/05/2022	Elect Director	Elect Michael Sammelis as Director	For	For	A qualified vote FOR the re-election of David Manuel is warranted on the basis that he is classified as a non-independent director who serves as member of the Audit and Risk Committee. A vote FOR the re-election of independent non-executive director Michael Sammelis is warranted as no material concerns have been identified regarding board and committee composition resulting from his nomination. A vote FOR the election of Vikesh Ramsunder is warranted as he is the CEO and managing director in line with Australian market practice.
Sigma Healthcare Limited	SIG	Australia	12/05/2022	Elect Director	Elect Vikesh Ramsunder as Director	For	For	A qualified vote FOR the re-election of David Manuel is warranted on the basis that he is classified as a non-independent director who serves as member of the Audit and Risk Committee. A vote FOR the re-election of independent non-executive director Michael Sammelis is warranted as no material concerns have been identified regarding board and committee composition resulting from his nomination. A vote FOR the election of Vikesh Ramsunder is warranted as he is the CEO and managing director in line with Australian market practice.
Sigma Healthcare Limited	SIG	Australia	12/05/2022	Approve Share Plan Grant	Approve Grant of Shares to Vikesh Ramsunder under the 2022 Long Term Incentive Plan	For	For	A qualified vote FOR the grant of loan-funded shares to the CEO is warranted. The quantum of the award is broadly in line with market, and the terms and conditions of the grant are consistent with shareholder interests and market with a TSR and ROIC performance conditions over a three-year performance period which is at the minimum accepted vesting period in the local market. The qualification is to highlight concerns for " Cliff vesting and removal of a graduated vesting scale for the ROIC measure as typically required by local market investors, and " Non-disclosure of any quantified ROIC target.
Sigma Healthcare Limited	SIG	Australia	12/05/2022	Approve Share Plan Grant	Approve Grant of Sign-on Rights to Vikesh Ramsunder under the Sigma Rights Plan	For	For	A qualified vote FOR the grant of sign-on share rights to the CEO is warranted. This is a one-off award due to the CEO's exit arrangements with his previous employer. The qualification is to highlight the following concerns: " There is poor disclosure of information regarding the exit arrangements which the new CEO had with his previous employer. " Vesting is subject to continued service and does not relate to achievement of any superior financial performance in line with shareholder interests. " There is a "false choice" that if this resolution is not approved, a cash payment will be made to the value of the sign-on bonus rights, and thereby diminishing shareholder rights.
Sigma Healthcare Limited	SIG	Australia	12/05/2022	Approve Share Plan Grant	Approve Grant of Rights to Vikesh Ramsunder under the Short Term Incentive Plan	For	For	A qualified vote FOR the grant of deferred share rights to the CEO Vikesh Ramsunder under the STI Plan is warranted. This represents the deferred component of the CEO's future FY23 STI which will be made in equity rather than cash. While the deferral of a portion of the STI bonus into equity is consistent with better market practice and shareholder interests, the qualification is to highlight inconsistency with market that: " The board is seeking advance approval from shareholders of the maximum equity component of the future STI bonus for the next year which has not been completed or reported on. " Given non-disclosure of the STI performance targets as part of this resolution or in the company's prior disclosures in the remuneration report, it is impossible for shareholders to assess the rigor of performance measures and assessment of performance and bonuses.
Sigma Healthcare Limited	SIG	Australia	12/05/2022	Approve or Amend Severance Agreements/Change-in-Control Agreements	Approve Potential Retirement Benefits to Vikesh Ramsunder	For	For	A vote FOR this resolution is warranted. The overall termination benefits framework appears reasonable as STI and LTI will generally be forfeited upon resignation and any payment will be subject to actual performance and pro-rated upon a termination without cause.
Smartgroup Corporation Ltd.	SIQ	Australia	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted. " No material misalignment between pay and performance and shareholder outcomes has been identified and quantitative pay for performance analysis indicates a low level of concern. " Financial performance improved over prior year and STI bonuses are consistent with results; " STI disclosure improved with information of specific and quantified target and maximum financial hurdles; and " The FY19 LTI grant lapsed as targets were not met over the performance period in line with shareholder returns. Particular concern is the low weighting of financial measures in the STI, being misaligned with shareholders' financial interests.
Smartgroup Corporation Ltd.	SIQ	Australia	11/05/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A vote FOR the increase in maximum aggregate remuneration of directors is warranted. The quantum of the proposed increase is reasonable and not excessive, and disclosure indicates that this increase is to take account of the increase in directors.
Smartgroup Corporation Ltd.	SIQ	Australia	11/05/2022	Elect Director	Elect Anne McDonald as Director	For	For	A vote FOR the election of Anne McDonald and the re-election of Carolyn Colley and Ian Watt is warranted. No material concerns have been identified in respect of board and committee composition resulting from their nominations, nor any wider corporate governance issues. A qualified vote FOR the re-election of Gavin Bell is warranted. Corporate governance concerns were identified at iCare, the workers' compensation scheme of the New South Wales Government, where Bell served as a board member.
Smartgroup Corporation Ltd.	SIQ	Australia	11/05/2022	Elect Director	Elect Gavin Bell as Director	For	For	A vote FOR the election of Anne McDonald and the re-election of Carolyn Colley and Ian Watt is warranted. No material concerns have been identified in respect of board and committee composition resulting from their nominations, nor any wider corporate governance issues. A qualified vote FOR the re-election of Gavin Bell is warranted. Corporate governance concerns were identified at iCare, the workers' compensation scheme of the New South Wales Government, where Bell served as a board member.
Smartgroup Corporation Ltd.	SIQ	Australia	11/05/2022	Elect Director	Elect Carolyn Colley as Director	For	For	A vote FOR the election of Anne McDonald and the re-election of Carolyn Colley and Ian Watt is warranted. No material concerns have been identified in respect of board and committee composition resulting from their nominations, nor any wider corporate governance issues. A qualified vote FOR the re-election of Gavin Bell is warranted. Corporate governance concerns were identified at iCare, the workers' compensation scheme of the New South Wales Government, where Bell served as a board member.
Smartgroup Corporation Ltd.	SIQ	Australia	11/05/2022	Elect Director	Elect Ian Watt as Director	For	For	A vote FOR the election of Anne McDonald and the re-election of Carolyn Colley and Ian Watt is warranted. No material concerns have been identified in respect of board and committee composition resulting from their nominations, nor any wider corporate governance issues. A qualified vote FOR the re-election of Gavin Bell is warranted. Corporate governance concerns were identified at iCare, the workers' compensation scheme of the New South Wales Government, where Bell served as a board member.
Smartgroup Corporation Ltd.	SIQ	Australia	11/05/2022	Approve Share Plan Grant	Approve Issuance of Shares to Timothy Looi	For	For	A vote FOR the grant of shares and limited-recourse loan to the CEO is warranted. The terms of the proposed equity plan replicate an options structure under the LTI plan, and consistent with prior year LTI grants at this company.
Smartgroup Corporation Ltd.	SIQ	Australia	11/05/2022	Approve Omnibus Stock Plan	Approve Short Term Incentive Plan	For	For	A qualified vote FOR this resolution is warranted. The plan provides equity awards which aligns executive outcomes with shareholder interests. Additionally, the plan is not exclusive to executives and directors and establishes the broad framework for equity incentives to key employees. Concern is raised that all directors are entitled to participate in the plan. The grant of performance-linked instruments to non-executive director is not accepted under Australian investor guidelines as it may impair independent decision-making which is aligned with the long-term best interests of shareholders. Notwithstanding, shareholders will be able to assess any future grant proposed to a director as such will require shareholder approval. Added concern is for the level of discretion afforded to the board for the treatment of awards in the event of a change of control.
Smartgroup Corporation Ltd.	SIQ	Australia	11/05/2022	Approve Share Plan Grant	Approve Issuance of Performance Rights to Timothy Looi	For	For	A qualified vote FOR this resolution is warranted. The qualification is to highlight concerns that this is an 'advance' approval of the deferred equity component of the FY22 STI before the completion of the financial year, and any assessment of performance by the board having taken place. Such advance approval is inconsistent with market practice amongst the majority of ASX300 companies.
Smartgroup Corporation Ltd.	SIQ	Australia	11/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	For	For	A vote FOR this resolution is warranted as no material concerns have been identified. Of note, the company has incorporated provisions to a 'hybrid' meeting of shareholders but not an exclusively 'virtual' meeting of shareholders, which represents good governance in this market.
Sirius XM Holdings Inc.	SIRI	USA	2/06/2022	Elect Director	Elect Director David A. Blau	Withhold	Withhold	WITHHOLD votes are warranted for Gregory (Greg) Maffei, David Blau, Robin Hickenlooper (Robin S. Pringle) and James Meyer for serving as non-independent members of key board committees. WITHHOLD votes are warranted for Gregory (Greg) Maffei for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Sirius XM Holdings Inc.	SIRI	USA	2/06/2022	Elect Director	Elect Director Kristina M. Salen	For	For	WITHHOLD votes are warranted for Gregory (Greg) Maffei, David Blau, Robin Hickenlooper (Robin S. Pringle) and James Meyer for serving as non-independent members of key board committees. WITHHOLD votes are warranted for Gregory (Greg) Maffei for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.

Sirius XM Holdings Inc.	SIRI	USA	2/06/2022	Elect Director	Elect Director Carl E. Vogel	For	For	WITHHOLD votes are warranted for Gregory (Greg) Maffei, David Blau, Robin Hickenlooper (Robin S. Pringle) and James Meyer for serving as non-independent members of key board committees. WITHHOLD votes are warranted for Gregory (Greg) Maffei for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Sirius XM Holdings Inc.	SIRI	USA	2/06/2022	Elect Director	Elect Director Jennifer C. Witz	For	For	WITHHOLD votes are warranted for Gregory (Greg) Maffei, David Blau, Robin Hickenlooper (Robin S. Pringle) and James Meyer for serving as non-independent members of key board committees. WITHHOLD votes are warranted for Gregory (Greg) Maffei for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Sirius XM Holdings Inc.	SIRI	USA	2/06/2022	Elect Director	Elect Director David M. Zaslav	For	For	WITHHOLD votes are warranted for Gregory (Greg) Maffei, David Blau, Robin Hickenlooper (Robin S. Pringle) and James Meyer for serving as non-independent members of key board committees. WITHHOLD votes are warranted for Gregory (Greg) Maffei for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Sirius XM Holdings Inc.	SIRI	USA	2/06/2022	Elect Director	Elect Director Eddy W. Hartenstein	For	For	WITHHOLD votes are warranted for Gregory (Greg) Maffei, David Blau, Robin Hickenlooper (Robin S. Pringle) and James Meyer for serving as non-independent members of key board committees. WITHHOLD votes are warranted for Gregory (Greg) Maffei for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Sirius XM Holdings Inc.	SIRI	USA	2/06/2022	Elect Director	Elect Director Robin P. Hickenlooper	Withhold	Withhold	WITHHOLD votes are warranted for Gregory (Greg) Maffei, David Blau, Robin Hickenlooper (Robin S. Pringle) and James Meyer for serving as non-independent members of key board committees. WITHHOLD votes are warranted for Gregory (Greg) Maffei for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Sirius XM Holdings Inc.	SIRI	USA	2/06/2022	Elect Director	Elect Director James P. Holden	For	For	WITHHOLD votes are warranted for Gregory (Greg) Maffei, David Blau, Robin Hickenlooper (Robin S. Pringle) and James Meyer for serving as non-independent members of key board committees. WITHHOLD votes are warranted for Gregory (Greg) Maffei for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Sirius XM Holdings Inc.	SIRI	USA	2/06/2022	Elect Director	Elect Director Gregory B. Maffei	Withhold	Withhold	WITHHOLD votes are warranted for Gregory (Greg) Maffei, David Blau, Robin Hickenlooper (Robin S. Pringle) and James Meyer for serving as non-independent members of key board committees. WITHHOLD votes are warranted for Gregory (Greg) Maffei for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Sirius XM Holdings Inc.	SIRI	USA	2/06/2022	Elect Director	Elect Director Evan D. Malone	For	For	WITHHOLD votes are warranted for Gregory (Greg) Maffei, David Blau, Robin Hickenlooper (Robin S. Pringle) and James Meyer for serving as non-independent members of key board committees. WITHHOLD votes are warranted for Gregory (Greg) Maffei for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Sirius XM Holdings Inc.	SIRI	USA	2/06/2022	Elect Director	Elect Director James E. Meyer	Withhold	Withhold	WITHHOLD votes are warranted for Gregory (Greg) Maffei, David Blau, Robin Hickenlooper (Robin S. Pringle) and James Meyer for serving as non-independent members of key board committees. WITHHOLD votes are warranted for Gregory (Greg) Maffei for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Sirius XM Holdings Inc.	SIRI	USA	2/06/2022	Elect Director	Elect Director Jonelle Procope	For	For	WITHHOLD votes are warranted for Gregory (Greg) Maffei, David Blau, Robin Hickenlooper (Robin S. Pringle) and James Meyer for serving as non-independent members of key board committees. WITHHOLD votes are warranted for Gregory (Greg) Maffei for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Sirius XM Holdings Inc.	SIRI	USA	2/06/2022	Elect Director	Elect Director Michael Rapino	For	For	WITHHOLD votes are warranted for Gregory (Greg) Maffei, David Blau, Robin Hickenlooper (Robin S. Pringle) and James Meyer for serving as non-independent members of key board committees. WITHHOLD votes are warranted for Gregory (Greg) Maffei for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Sirius XM Holdings Inc.	SIRI	USA	2/06/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
SVB Financial Group	SIVB	USA	21/04/2022	Elect Director	Elect Director Greg Becker	For	For	A vote FOR the director nominees is warranted.
SVB Financial Group	SIVB	USA	21/04/2022	Elect Director	Elect Director Kate Mitchell	For	For	A vote FOR the director nominees is warranted.
SVB Financial Group	SIVB	USA	21/04/2022	Elect Director	Elect Director Karen Staglin	For	For	A vote FOR the director nominees is warranted.
SVB Financial Group	SIVB	USA	21/04/2022	Elect Director	Elect Director Eric Benhamou	For	For	A vote FOR the director nominees is warranted.
SVB Financial Group	SIVB	USA	21/04/2022	Elect Director	Elect Director Elizabeth "Busy" Burr	For	For	A vote FOR the director nominees is warranted.
SVB Financial Group	SIVB	USA	21/04/2022	Elect Director	Elect Director Richard Daniels	For	For	A vote FOR the director nominees is warranted.
SVB Financial Group	SIVB	USA	21/04/2022	Elect Director	Elect Director Alison Davis	For	For	A vote FOR the director nominees is warranted.
SVB Financial Group	SIVB	USA	21/04/2022	Elect Director	Elect Director Joel Friedman	For	For	A vote FOR the director nominees is warranted.
SVB Financial Group	SIVB	USA	21/04/2022	Elect Director	Elect Director Jeffrey Maggioncalda	For	For	A vote FOR the director nominees is warranted.
SVB Financial Group	SIVB	USA	21/04/2022	Elect Director	Elect Director Beverly Kay Matthews	For	For	A vote FOR the director nominees is warranted.
SVB Financial Group	SIVB	USA	21/04/2022	Elect Director	Elect Director Mary Miller	For	For	A vote FOR the director nominees is warranted.
SVB Financial Group	SIVB	USA	21/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, though some concerns are highlighted and warrant continued monitoring. In particular, shareholders would benefit from improved disclosure of the annual incentive payment determinations as they are largely determined by discretion. Nonetheless, pay outcomes were reasonably aligned with company performance for the year in review and half of equity awards were subject to multi-year performance goals.
SVB Financial Group	SIVB	USA	21/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
SVB Financial Group	SIVB	USA	21/04/2022	Racial Equity and/or Civil Rights Audit	Report on Third-Party Racial Justice Audit	For	For	A vote FOR this proposal is warranted, as it would strengthen the company's commitment towards addressing diversity, equity, and inclusion efforts in its business operations and across the venture capital industry. In addition, it would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.
SKYCITY Entertainment Group Limited	SKC	New Zealand	29/10/2021	Elect Director	Elect Silvana Schenone as Director	For	For	A vote FOR the election of Silvana Schenone, Julian Cook, and Chad Barton is warranted. They are independent non-executive directors on an entirely independent board, and no material corporate governance concerns have been identified in relation to these nominees.
SKYCITY Entertainment Group Limited	SKC	New Zealand	29/10/2021	Elect Director	Elect Julian Cook as Director	For	For	A vote FOR the election of Silvana Schenone, Julian Cook, and Chad Barton is warranted. They are independent non-executive directors on an entirely independent board, and no material corporate governance concerns have been identified in relation to these nominees.
SKYCITY Entertainment Group Limited	SKC	New Zealand	29/10/2021	Elect Director	Elect Chad Barton as Director	For	For	A vote FOR the election of Silvana Schenone, Julian Cook, and Chad Barton is warranted. They are independent non-executive directors on an entirely independent board, and no material corporate governance concerns have been identified in relation to these nominees.
SKYCITY Entertainment Group Limited	SKC	New Zealand	29/10/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorize Board to Fix Remuneration of the Auditors	For	For	A qualified vote FOR this resolution is warranted. Shareholders will observe that the company's non-audit fees for the past two fiscal years were substantial. Shareholders may raise corporate governance concerns in this regard. No other matters have arisen to cast doubt on the auditor's independence, and there appears to be no reason to withhold support for this resolution based on the level of non-audit fees paid to PwC.
Smurfit Kappa Group Plc	SKG	Ireland	29/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Smurfit Kappa Group Plc	SKG	Ireland	29/04/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Smurfit Kappa Group Plc	SKG	Ireland	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Smurfit Kappa Group Plc	SKG	Ireland	29/04/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Smurfit Kappa Group Plc	SKG	Ireland	29/04/2022	Elect Director	Re-elect Irial Finnan as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Smurfit Kappa Group Plc	SKG	Ireland	29/04/2022	Elect Director	Re-elect Anthony Smurfit as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Smurfit Kappa Group Plc	SKG	Ireland	29/04/2022	Elect Director	Re-elect Ken Bowles as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Smurfit Kappa Group Plc	SKG	Ireland	29/04/2022	Elect Director	Re-elect Anne Anderson as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Smurfit Kappa Group Plc	SKG	Ireland	29/04/2022	Elect Director	Re-elect Frits Beurskens as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Smurfit Kappa Group Plc	SKG	Ireland	29/04/2022	Elect Director	Re-elect Carol Fairweather as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Smurfit Kappa Group Plc	SKG	Ireland	29/04/2022	Elect Director	Re-elect Kaisa Hietala as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Smurfit Kappa Group Plc	SKG	Ireland	29/04/2022	Elect Director	Re-elect James Lawrence as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Smurfit Kappa Group Plc	SKG	Ireland	29/04/2022	Elect Director	Re-elect Lourdes Melgar as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Smurfit Kappa Group Plc	SKG	Ireland	29/04/2022	Elect Director	Re-elect John Moloney as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Smurfit Kappa Group Plc	SKG	Ireland	29/04/2022	Elect Director	Re-elect Jorgen Rasmussen as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Smurfit Kappa Group Plc	SKG	Ireland	29/04/2022	Elect Director	Re-elect Gonzalo Restrepo as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Smurfit Kappa Group Plc	SKG	Ireland	29/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Smurfit Kappa Group Plc	SKG	Ireland	29/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Smurfit Kappa Group Plc	SKG	Ireland	29/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Smurfit Kappa Group Plc	SKG	Ireland	29/04/2022	Approve Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Smurfit Kappa Group Plc	SKG	Ireland	29/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Spark Infrastructure Group	SKI	Australia	22/11/2021	Approve Scheme of Arrangement	Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by Pika Bidco Pty Ltd	For	For	A vote FOR the proposed transaction is warranted." The offer represents an attractive premium of approximately 26 percent to the unaffected price;" The all-cash consideration represents certainty of value for shareholders;" The offer is well above recent historical trading prices;" The offer is in excess of the valuation range estimated by the Independent Expert; and* The offer is unanimously supported by the board in the absence of a Superior Proposal.
Spark Infrastructure Group	SKI	Australia	22/11/2021	Approve Scheme of Arrangement	Approve Spark Infrastructure Note Trust Deed Resolution	For	For	A vote FOR the proposed transaction is warranted." The offer represents an attractive premium of approximately 26 percent to the unaffected price;" The all-cash consideration represents certainty of value for shareholders;" The offer is well above recent historical trading prices;" The offer is in excess of the valuation range estimated by the Independent Expert; and* The offer is unanimously supported by the board in the absence of a Superior Proposal.
Spark Infrastructure Group	SKI	Australia	22/11/2021	Approve Scheme of Arrangement	Approve Trust Constitution Amendment Resolution	For	For	A vote FOR the proposed transaction is warranted." The offer represents an attractive premium of approximately 26 percent to the unaffected price;" The all-cash consideration represents certainty of value for shareholders;" The offer is well above recent historical trading prices;" The offer is in excess of the valuation range estimated by the Independent Expert; and* The offer is unanimously supported by the board in the absence of a Superior Proposal.

Spark Infrastructure Group	SKI	Australia	22/11/2021	Approve Scheme of Arrangement	Approve Trust Acquisition Resolution	For	For	A vote FOR the proposed transaction is warranted.* The offer represents an attractive premium of approximately 26 percent to the unaffected price; The all-cash consideration represents certainty of value for shareholders;.* The offer is well above recent historical trading prices;.* The offer is in excess of the valuation range estimated by the Independent Expert; and* The offer is unanimously supported by the board in the absence of a Superior Proposal.
Schlumberger N.V.	SLB	Curacao	6/04/2022	Elect Director	Elect Director Peter Coleman	For	For	A vote FOR the director nominees is warranted.
Schlumberger N.V.	SLB	Curacao	6/04/2022	Elect Director	Elect Director Jeff Sheets	For	For	A vote FOR the director nominees is warranted.
Schlumberger N.V.	SLB	Curacao	6/04/2022	Elect Director	Elect Director Ulrich Spieshofer	For	For	A vote FOR the director nominees is warranted.
Schlumberger N.V.	SLB	Curacao	6/04/2022	Elect Director	Elect Director Patrick de La Chevardiere	For	For	A vote FOR the director nominees is warranted.
Schlumberger N.V.	SLB	Curacao	6/04/2022	Elect Director	Elect Director Miguel Galucio	For	For	A vote FOR the director nominees is warranted.
Schlumberger N.V.	SLB	Curacao	6/04/2022	Elect Director	Elect Director Olivier Le Peuch	For	For	A vote FOR the director nominees is warranted.
Schlumberger N.V.	SLB	Curacao	6/04/2022	Elect Director	Elect Director Samuel Leupold	For	For	A vote FOR the director nominees is warranted.
Schlumberger N.V.	SLB	Curacao	6/04/2022	Elect Director	Elect Director Tatiana Mitrova	For	For	A vote FOR the director nominees is warranted.
Schlumberger N.V.	SLB	Curacao	6/04/2022	Elect Director	Elect Director Maria Moraeus Hanssen	For	For	A vote FOR the director nominees is warranted.
Schlumberger N.V.	SLB	Curacao	6/04/2022	Elect Director	Elect Director Vanitha Narayanan	For	For	A vote FOR the director nominees is warranted.
Schlumberger N.V.	SLB	Curacao	6/04/2022	Elect Director	Elect Director Mark Papa	For	For	A vote FOR the director nominees is warranted.
Schlumberger N.V.	SLB	Curacao	6/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Annual and long-term incentives are primarily performance-based and long-term equity awards rely on multi-year performance periods. However, the company's practice of targeting total NEO compensation at above-median levels warrants further monitoring.
Schlumberger N.V.	SLB	Curacao	6/04/2022	Approve Financial Statements, Allocation of Income, and Discharge Directors	Adopt and Approve Financials and Dividends	For	For	In the absence of any concerns over the company's financial statements, a vote FOR this proposal is warranted.
Schlumberger N.V.	SLB	Curacao	6/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Sealink Travel Group Limited	SLK	Australia	26/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report (Item 2) is warranted. No material disconnect between pay, performance and shareholder outcomes is observed. However, a qualification is raised to express concerns that Substantial STI bonuses were paid when the company received substantial COVID-19 related government support.* There is continued poor and inferior disclosed of STI targets.
Sealink Travel Group Limited	SLK	Australia	26/10/2021	Elect Director	Elect Fiona Hele as Director	For	For	A vote FOR the re-election of Fiona Hele is warranted. She serves as an independent non-executive director. No material issues have been identified regarding her nomination in respect of board and committee composition. A vote AGAINST the re-election of Terry Dodd is warranted to highlight persisting concerns with the independence structure of the board. Dodd is classified as a non-independent director and the board is not majority independent (only 43-percent independence).
Sealink Travel Group Limited	SLK	Australia	26/10/2021	Elect Director	Elect Terry Dodd as Director	Against	Against	A vote FOR the re-election of Fiona Hele is warranted. She serves as an independent non-executive director. No material issues have been identified regarding her nomination in respect of board and committee composition. A vote AGAINST the re-election of Terry Dodd is warranted to highlight persisting concerns with the independence structure of the board. Dodd is classified as a non-independent director and the board is not majority independent (only 43-percent independence).
Sealink Travel Group Limited	SLK	Australia	26/10/2021	Approve Pledging of Assets for Debt	Approve Financial Assistance in Relation to the Acquisition	For	For	A vote FOR this resolution is warranted as it is not contentious. The granting of financial assistance is a common practice where a company makes an acquisition (in this case, the acquisition of the GO West Tours business and associated property assets) and security over the acquired assets and undertakings is required to be given to the company's lenders which made loans to fund the acquisition.
Sealink Travel Group Limited	SLK	Australia	26/10/2021	Change Company Name	Approve the Change of Company Name to Kelsian Group Limited	For	For	A vote FOR this resolution is warranted on the basis that no corporate governance concerns have been identified.
Sealink Travel Group Limited	SLK	Australia	26/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve Modification to the Constitution	Against	Against	A vote AGAINST this resolution is warranted.* The proposed new constitution includes wording that explicitly states that the company may conduct meetings by using virtual-only means.* While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meetings, and the wording proposed in the amendments explicitly allow for this. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders.* It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic. However, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to shareholders in approving this provision at present.* Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
Silver Lake Resources Limited	SLR	Australia	19/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted as pay and performance are reasonably aligned at this time and the overall compensation program is not problematic. However, some concerns are that:.* The STI bonus is mostly based on non-financial targets;.* STI disclosure remains incomplete as most targets are not disclosed, preventing shareholders from independently assessing performance against targets and investor requirements; and* There is no positive TSR gateway for the sole LTI hurdle – relative TSR.
Silver Lake Resources Limited	SLR	Australia	19/11/2021	Elect Director	Elect Rebecca Prain as Director	For	For	A vote FOR the election of independent non-executive director Rebecca Prain is warranted as no material concerns have been identified regarding board and committee composition resulting from her nomination.
Silver Lake Resources Limited	SLR	Australia	19/11/2021	Approve Omnibus Stock Plan	Approve Employee Incentive Plan	For	For	A vote FOR this resolution is warranted. The plan establishes the broader framework for equity-incentives to a wider range of the company's employees and shareholders will be able to vote on the LTI grant made under the plan to executive directors. The LTI performance rights in Item 4 will be granted under the plan and the overall terms of the awards are not considered contentious. However, shareholders should be aware of the following concerns:.* Awards will automatically vest in the event of a change in control; and* The board has discretion on the treatment of equity awards in the event of cessation of employment.
Silver Lake Resources Limited	SLR	Australia	19/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Luke Tonkin	For	For	A vote FOR this resolution is warranted as the performance period and relative TSR hurdles are aligned with market practice and with improved shareholder outcomes. However, shareholders may note that the performance rights will be granted under the Employee Incentive Plan, which raises some concerns such as the automatic vesting of awards upon a change in control and the board has discretion on the treatment of awards upon cessation of employment. In addition, there is no positive TSR gateway for the sole performance measure. Shareholders may also raise concerns with providing advance approval for FY23 and FY24 LTIs as the common market practice is annual approval of LTIs to executive directors. Nonetheless, while the number of performance rights for FY23 and FY24 are not yet determined, this will be calculated using the same formula used for FY22, which uses face value methodology. The LTI opportunity for FY23 and FY24 as a percentage of fixed remuneration is also not expected to change at 100 percent. The performance rights will still be issued on an annual basis.
Silex Systems Limited	SLX	Australia	14/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the adoption of the remuneration report is warranted. The remuneration practices of the company on balance are in line with local market standards. It is also noted that there were no cash bonuses paid to executives, which is in line with company performance during the year. Nevertheless, shareholders may be concerned with the lack of performance hurdle relating to the FY21 LTI grant to the CEO.
Silex Systems Limited	SLX	Australia	14/10/2021	Elect Director	Elect Craig Roy as Director	For	For	A vote FOR these nominees is warranted.
Silex Systems Limited	SLX	Australia	14/10/2021	Elect Director	Elect Helen Cook as Director	For	For	A vote FOR these nominees is warranted.
Silex Systems Limited	SLX	Australia	14/10/2021	Approve Share Plan Grant	Approve Short-Term Incentive via the Issuance of Performance Rights to Michael Goldsworthy	For	For	A vote FOR this resolution is warranted.
Silex Systems Limited	SLX	Australia	14/10/2021	Approve Stock Option Plan Grants	Approve Long-Term Incentive via the Issuance of Options to Michael Goldsworthy	Against	Against	A vote AGAINST this resolution is warranted because the terms of the proposed grant are not in line with local market standards.
Silex Systems Limited	SLX	Australia	14/10/2021	Approve Share Plan Grant	Approve Extended Long-Term Incentive via the Issuance of Performance Rights to Michael Goldsworthy	For	For	A vote FOR this resolution is warranted.
Silex Systems Limited	SLX	Australia	14/10/2021	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Issuance of Shares in Lieu of Directors' Fees to Craig Roy	For	For	A vote FOR this resolution is warranted.
DS Smith Plc	SMDS	United Kingdom	7/09/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
DS Smith Plc	SMDS	United Kingdom	7/09/2021	Elect Director	Re-elect Louise Smalley as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
DS Smith Plc	SMDS	United Kingdom	7/09/2021	Elect Director	Re-elect Rupert Soames as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
DS Smith Plc	SMDS	United Kingdom	7/09/2021	Ratify Auditors	Reappoint Deloitte LLP as Auditors	For	For	A vote FOR this resolution is considered warranted at this time.
DS Smith Plc	SMDS	United Kingdom	7/09/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
DS Smith Plc	SMDS	United Kingdom	7/09/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
DS Smith Plc	SMDS	United Kingdom	7/09/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
DS Smith Plc	SMDS	United Kingdom	7/09/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
DS Smith Plc	SMDS	United Kingdom	7/09/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
DS Smith Plc	SMDS	United Kingdom	7/09/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
DS Smith Plc	SMDS	United Kingdom	7/09/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
DS Smith Plc	SMDS	United Kingdom	7/09/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is considered warranted, although it is not without concerns:.* The bonus payouts during the year are near maximum, which are largely a result of reduced performance targets only.* The CFO's LTIP award level for FY2021/22 was increased from 175% of salary to 200%. The main reasons for support are:.* The Company's performance during the year is considered to remain robust (based on its profitability despite Covid-19), with government furlough support repaid and dividends reinstated. It is also recognised that no bonuses were made in FY2019/20.* The performance targets for FY2021/22 LTIP awards were increased and the CFO's shareholding requirement was increased to align with the increased LTIP award level.
DS Smith Plc	SMDS	United Kingdom	7/09/2021	Elect Director	Re-elect Geoff Drabble as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
DS Smith Plc	SMDS	United Kingdom	7/09/2021	Elect Director	Re-elect Miles Roberts as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.

DS Smith Plc	SMDS	United Kingdom	7/09/2021	Elect Director	Re-elect Adrian Marsh as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
DS Smith Plc	SMDS	United Kingdom	7/09/2021	Elect Director	Re-elect Celia Baxter as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
DS Smith Plc	SMDS	United Kingdom	7/09/2021	Elect Director	Re-elect Alina Kessel as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
DS Smith Plc	SMDS	United Kingdom	7/09/2021	Elect Director	Re-elect David Robbie as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Smiths Group Plc	SMIN	United Kingdom	17/09/2021	Approve Sale of Company Assets	Approve the Sale of Smiths Medical 2020 Limited to Trulli Bidco Limited Pursuant to the Sale and Purchase Agreement	Against	Against	
Smiths Group Plc	SMIN	United Kingdom	17/09/2021	Authorize Directed Share Repurchase Program	Approve Share Buyback Programme	Against	Against	
Smiths Group Plc	SMIN	United Kingdom	17/09/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Smiths Group Plc	SMIN	United Kingdom	17/11/2021	Elect Director	Re-elect Karin Hoeing as Director	For	For	Items 5-13: Elect DirectorsA vote FOR these Directors is warranted as no significant concerns have been identified.Item 14: Re-elect Noel Tata as DirectorA vote FOR the re-election of Noel Tata is warranted, although it is not without concern.* Noel Tata is Non-Executive Chair at three publicly listed companies, Vice Chair at one publicly listed company, and NED at two listed companies (including Smiths Group). These directorships represent significant time commitments at publicly listed companies.The main reasons for support are:* The Board explains that four of Noel Tata's external directorships (at Trent Ltd, Tata Investment Corporation Ltd, Voltas Ltd and Titan Co Ltd) are due to his role as Managing Director of Tata International Ltd, a trading arm of the Tata Group. He is a director of various Tata Group companies in order to fulfil his executive responsibilities for that group.
Smiths Group Plc	SMIN	United Kingdom	17/11/2021	Elect Director	Re-elect William Seeger as Director	For	For	Items 5-13: Elect DirectorsA vote FOR these Directors is warranted as no significant concerns have been identified.Item 14: Re-elect Noel Tata as DirectorA vote FOR the re-election of Noel Tata is warranted, although it is not without concern.* Noel Tata is Non-Executive Chair at three publicly listed companies, Vice Chair at one publicly listed company, and NED at two listed companies (including Smiths Group). These directorships represent significant time commitments at publicly listed companies.The main reasons for support are:* The Board explains that four of Noel Tata's external directorships (at Trent Ltd, Tata Investment Corporation Ltd, Voltas Ltd and Titan Co Ltd) are due to his role as Managing Director of Tata International Ltd, a trading arm of the Tata Group. He is a director of various Tata Group companies in order to fulfil his executive responsibilities for that group.
Smiths Group Plc	SMIN	United Kingdom	17/11/2021	Elect Director	Re-elect Mark Seligman as Director	For	For	Items 5-13: Elect DirectorsA vote FOR these Directors is warranted as no significant concerns have been identified.Item 14: Re-elect Noel Tata as DirectorA vote FOR the re-election of Noel Tata is warranted, although it is not without concern.* Noel Tata is Non-Executive Chair at three publicly listed companies, Vice Chair at one publicly listed company, and NED at two listed companies (including Smiths Group). These directorships represent significant time commitments at publicly listed companies.The main reasons for support are:* The Board explains that four of Noel Tata's external directorships (at Trent Ltd, Tata Investment Corporation Ltd, Voltas Ltd and Titan Co Ltd) are due to his role as Managing Director of Tata International Ltd, a trading arm of the Tata Group. He is a director of various Tata Group companies in order to fulfil his executive responsibilities for that group.
Smiths Group Plc	SMIN	United Kingdom	17/11/2021	Elect Director	Re-elect John Shipsey as Director	For	For	Items 5-13: Elect DirectorsA vote FOR these Directors is warranted as no significant concerns have been identified.Item 14: Re-elect Noel Tata as DirectorA vote FOR the re-election of Noel Tata is warranted, although it is not without concern.* Noel Tata is Non-Executive Chair at three publicly listed companies, Vice Chair at one publicly listed company, and NED at two listed companies (including Smiths Group). These directorships represent significant time commitments at publicly listed companies.The main reasons for support are:* The Board explains that four of Noel Tata's external directorships (at Trent Ltd, Tata Investment Corporation Ltd, Voltas Ltd and Titan Co Ltd) are due to his role as Managing Director of Tata International Ltd, a trading arm of the Tata Group. He is a director of various Tata Group companies in order to fulfil his executive responsibilities for that group.
Smiths Group Plc	SMIN	United Kingdom	17/11/2021	Elect Director	Re-elect Noel Tata as Director	For	For	Items 5-13: Elect DirectorsA vote FOR these Directors is warranted as no significant concerns have been identified.Item 14: Re-elect Noel Tata as DirectorA vote FOR the re-election of Noel Tata is warranted, although it is not without concern.* Noel Tata is Non-Executive Chair at three publicly listed companies, Vice Chair at one publicly listed company, and NED at two listed companies (including Smiths Group). These directorships represent significant time commitments at publicly listed companies.The main reasons for support are:* The Board explains that four of Noel Tata's external directorships (at Trent Ltd, Tata Investment Corporation Ltd, Voltas Ltd and Titan Co Ltd) are due to his role as Managing Director of Tata International Ltd, a trading arm of the Tata Group. He is a director of various Tata Group companies in order to fulfil his executive responsibilities for that group.
Smiths Group Plc	SMIN	United Kingdom	17/11/2021	Ratify Auditors	Reappoint KPMG LLP as Auditors	For	For	A vote FOR this resolution is considered warranted at this time.
Smiths Group Plc	SMIN	United Kingdom	17/11/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Smiths Group Plc	SMIN	United Kingdom	17/11/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Smiths Group Plc	SMIN	United Kingdom	17/11/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Smiths Group Plc	SMIN	United Kingdom	17/11/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Smiths Group Plc	SMIN	United Kingdom	17/09/2021	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR this item is warranted although not without concern.* The maximum bonus opportunity has been increased from 180% of salary to 200% of salary for all EDs. Within this limit, the normal bonus opportunity has been increased from 180% of salary to 200% of salary for the CEO and from 150% of salary to 165% of salary for the CFO.* For awards made in FY2022 onwards, like in previous years, LTIP awards will be a fixed number of shares (instead of a percentage of the executive's salary).The main reasons for support are:* The bonus payout for budget level of performance has been reduced from 60% of maximum to 50% of maximum.* The Remuneration Committee has put a cap wherein if the Company's share price increases more than 33%, the LTIP award will remain capped to a maximum percentage of salary within the terms of the remuneration policy.* The policy incorporates several improvements, such as the introduction of a post-cessation shareholding guideline, increase in shareholding requirement and a timeline for the alignment of the Executive Directors' pension contributions with those of the wider workforce; and* The Remuneration Committee has put a cap wherein if the Company's share price increases more than 33%, the LTIP award will remain capped to a maximum percentage of salary within the terms of the remuneration policy.
Smiths Group Plc	SMIN	United Kingdom	17/11/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Smiths Group Plc	SMIN	United Kingdom	17/11/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Smiths Group Plc	SMIN	United Kingdom	17/11/2021	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Smiths Group Plc	SMIN	United Kingdom	17/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is warranted, though it is not without concern for shareholders.* CEO Paul Keel's salary rate is higher (+4%) relative to his predecessor, and the Company has not provided a compelling explanation to justify this.The main reason for support is:* The overall salary levels are not considered to be excessive for a FTSE 100 company. In addition, no separate buyout arrangements have been proposed for him.
Smiths Group Plc	SMIN	United Kingdom	17/11/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Smiths Group Plc	SMIN	United Kingdom	17/11/2021	Elect Director	Elect Paul Keel as Director	For	For	Items 5-13: Elect DirectorsA vote FOR these Directors is warranted as no significant concerns have been identified.Item 14: Re-elect Noel Tata as DirectorA vote FOR the re-election of Noel Tata is warranted, although it is not without concern.* Noel Tata is Non-Executive Chair at three publicly listed companies, Vice Chair at one publicly listed company, and NED at two listed companies (including Smiths Group). These directorships represent significant time commitments at publicly listed companies.The main reasons for support are:* The Board explains that four of Noel Tata's external directorships (at Trent Ltd, Tata Investment Corporation Ltd, Voltas Ltd and Titan Co Ltd) are due to his role as Managing Director of Tata International Ltd, a trading arm of the Tata Group. He is a director of various Tata Group companies in order to fulfil his executive responsibilities for that group.
Smiths Group Plc	SMIN	United Kingdom	17/11/2021	Elect Director	Re-elect Sir George Buckley as Director	For	For	Items 5-13: Elect DirectorsA vote FOR these Directors is warranted as no significant concerns have been identified.Item 14: Re-elect Noel Tata as DirectorA vote FOR the re-election of Noel Tata is warranted, although it is not without concern.* Noel Tata is Non-Executive Chair at three publicly listed companies, Vice Chair at one publicly listed company, and NED at two listed companies (including Smiths Group). These directorships represent significant time commitments at publicly listed companies.The main reasons for support are:* The Board explains that four of Noel Tata's external directorships (at Trent Ltd, Tata Investment Corporation Ltd, Voltas Ltd and Titan Co Ltd) are due to his role as Managing Director of Tata International Ltd, a trading arm of the Tata Group. He is a director of various Tata Group companies in order to fulfil his executive responsibilities for that group.
Smiths Group Plc	SMIN	United Kingdom	17/11/2021	Elect Director	Re-elect Pam Cheng as Director	For	For	Items 5-13: Elect DirectorsA vote FOR these Directors is warranted as no significant concerns have been identified.Item 14: Re-elect Noel Tata as DirectorA vote FOR the re-election of Noel Tata is warranted, although it is not without concern.* Noel Tata is Non-Executive Chair at three publicly listed companies, Vice Chair at one publicly listed company, and NED at two listed companies (including Smiths Group). These directorships represent significant time commitments at publicly listed companies.The main reasons for support are:* The Board explains that four of Noel Tata's external directorships (at Trent Ltd, Tata Investment Corporation Ltd, Voltas Ltd and Titan Co Ltd) are due to his role as Managing Director of Tata International Ltd, a trading arm of the Tata Group. He is a director of various Tata Group companies in order to fulfil his executive responsibilities for that group.
Smiths Group Plc	SMIN	United Kingdom	17/11/2021	Elect Director	Re-elect Dame Ann Dowling as Director	For	For	Items 5-13: Elect DirectorsA vote FOR these Directors is warranted as no significant concerns have been identified.Item 14: Re-elect Noel Tata as DirectorA vote FOR the re-election of Noel Tata is warranted, although it is not without concern.* Noel Tata is Non-Executive Chair at three publicly listed companies, Vice Chair at one publicly listed company, and NED at two listed companies (including Smiths Group). These directorships represent significant time commitments at publicly listed companies.The main reasons for support are:* The Board explains that four of Noel Tata's external directorships (at Trent Ltd, Tata Investment Corporation Ltd, Voltas Ltd and Titan Co Ltd) are due to his role as Managing Director of Tata International Ltd, a trading arm of the Tata Group. He is a director of various Tata Group companies in order to fulfil his executive responsibilities for that group.

Smiths Group Plc	SMIN	United Kingdom	17/11/2021	Elect Director	Re-elect Tanya Fratto as Director	For	For	Items 5-13: Elect DirectorsA vote FOR these Directors is warranted as no significant concerns have been identified.Item 14: Re-elect Noel Tata as DirectorA vote FOR the re-election of Noel Tata is warranted, although it is not without concern.* Noel Tata is Non-Executive Chair at three publicly listed companies, Vice Chair at one publicly listed company, and NED at two listed companies (including Smiths Group). These directorships represent significant time commitments at publicly listed companies.The main reasons for support are: " The Board explains that four of Noel Tata's external directorships (at Trent Ltd, Tata Investment Corporation Ltd, Voltas Ltd and Titan Co Ltd) are due to his role as Managing Director of Tata International Ltd, a trading arm of the Tata Group. He is a director of various Tata Group companies in order to fulfil his executive responsibilities for that group.
Smiths Group Plc	SMIN	United Kingdom	17/09/2021	Approve Sale of Company Assets	Approve Sale of Smiths Medical 2020 Limited	For	For	A vote FOR this resolution is warranted because:" The Sale is in line with the stated intention of the Board which was announced in November 2018, and is the result of a formal sale process.* 55% of the initial cash proceeds will be returned to shareholders by way of the Share Buyback Programme, while the remaining proceeds will be allocated for debt repayments and further growth investments.* The Board has unanimously supported the transaction after assessing all possible outcomes from the sale process.
Smiths Group Plc	SMIN	United Kingdom	17/09/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted as the proposal has been clearly explained and no significant concerns have been identified.
Scottish Mortgage Investment Trust PLC	SMT	United Kingdom	30/06/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted because no significant concerns have been identified.
Scottish Mortgage Investment Trust PLC	SMT	United Kingdom	30/06/2022	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Scottish Mortgage Investment Trust PLC	SMT	United Kingdom	30/06/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Scottish Mortgage Investment Trust PLC	SMT	United Kingdom	30/06/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Scottish Mortgage Investment Trust PLC	SMT	United Kingdom	30/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Scottish Mortgage Investment Trust PLC	SMT	United Kingdom	30/06/2022	Approve Issuance of Shares Below Net Asset Value (NAV)	Authorise Directors to Allot Ordinary Shares and to Sell Treasury Shares for Cash at a Price Below the Net Asset Value	For	For	A vote FOR this resolution is warranted, although it is not without concern for shareholders because: " The proposal would allow the sale of treasury shares at a discount to NAV. The main reasons for support are: * The Company has stated that it will not issue shares (including shares held in treasury) for cash at a price below the NAV per share on the basis of debt valued at fair value; and * The proposal will protect the Company from inadvertently breaching the UK Listing Rules.
Scottish Mortgage Investment Trust PLC	SMT	United Kingdom	30/06/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Scottish Mortgage Investment Trust PLC	SMT	United Kingdom	30/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified with the remuneration arrangements in place during the year under review.
Scottish Mortgage Investment Trust PLC	SMT	United Kingdom	30/06/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Scottish Mortgage Investment Trust PLC	SMT	United Kingdom	30/06/2022	Elect Director	Re-elect Fiona McBain as Director	For	For	A vote FOR the re-election/election of Fiona McBain, Amar Bhid , Justin Dowley, Patrick Maxwell, Paola Subacchi, and Mark FitzPatrick is warranted because no significant concerns have been identified.
Scottish Mortgage Investment Trust PLC	SMT	United Kingdom	30/06/2022	Elect Director	Re-elect Amar Bhide as Director	For	For	A vote FOR the re-election/election of Fiona McBain, Amar Bhid , Justin Dowley, Patrick Maxwell, Paola Subacchi, and Mark FitzPatrick is warranted because no significant concerns have been identified.
Scottish Mortgage Investment Trust PLC	SMT	United Kingdom	30/06/2022	Elect Director	Re-elect Justin Dowley as Director	For	For	A vote FOR the re-election/election of Fiona McBain, Amar Bhid , Justin Dowley, Patrick Maxwell, Paola Subacchi, and Mark FitzPatrick is warranted because no significant concerns have been identified.
Scottish Mortgage Investment Trust PLC	SMT	United Kingdom	30/06/2022	Elect Director	Re-elect Patrick Maxwell as Director	For	For	A vote FOR the re-election/election of Fiona McBain, Amar Bhid , Justin Dowley, Patrick Maxwell, Paola Subacchi, and Mark FitzPatrick is warranted because no significant concerns have been identified.
Scottish Mortgage Investment Trust PLC	SMT	United Kingdom	30/06/2022	Elect Director	Re-elect Paola Subacchi as Director	For	For	A vote FOR the re-election/election of Fiona McBain, Amar Bhid , Justin Dowley, Patrick Maxwell, Paola Subacchi, and Mark FitzPatrick is warranted because no significant concerns have been identified.
Scottish Mortgage Investment Trust PLC	SMT	United Kingdom	30/06/2022	Elect Director	Elect Mark FitzPatrick as Director	For	For	A vote FOR the re-election/election of Fiona McBain, Amar Bhid , Justin Dowley, Patrick Maxwell, Paola Subacchi, and Mark FitzPatrick is warranted because no significant concerns have been identified.
Smith & Nephew Plc	SN	United Kingdom	13/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Smith & Nephew Plc	SN	United Kingdom	13/04/2022	Elect Director	Elect Deepak Nath as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Smith & Nephew Plc	SN	United Kingdom	13/04/2022	Elect Director	Re-elect Anne-Francoise Nesmes as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Smith & Nephew Plc	SN	United Kingdom	13/04/2022	Elect Director	Re-elect Marc Owen as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Smith & Nephew Plc	SN	United Kingdom	13/04/2022	Elect Director	Re-elect Roberto Quarta as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Smith & Nephew Plc	SN	United Kingdom	13/04/2022	Elect Director	Re-elect Angie Risley as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Smith & Nephew Plc	SN	United Kingdom	13/04/2022	Elect Director	Re-elect Bob White as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Smith & Nephew Plc	SN	United Kingdom	13/04/2022	Ratify Auditors	Reappoint KPMG LLP as Auditors	For	For	A vote FOR this resolution is considered warranted at this time.
Smith & Nephew Plc	SN	United Kingdom	13/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Smith & Nephew Plc	SN	United Kingdom	13/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Smith & Nephew Plc	SN	United Kingdom	13/04/2022	Approve Qualified Employee Stock Purchase Plan	Approve Sharesave Plan	For	For	A vote FOR this tax-approved plan is warranted because it is broad-based and no corporate governance concerns have been identified.
Smith & Nephew Plc	SN	United Kingdom	13/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted in the absence of material concerns.
Smith & Nephew Plc	SN	United Kingdom	13/04/2022	Approve or Amend Option Plan for Overseas Employees	Approve International Sharesave Plan	For	For	A vote FOR this resolution is warranted because the proposal will allow a scheme already approved by shareholders to be modified as necessary to enable it to be implemented outside the UK.
Smith & Nephew Plc	SN	United Kingdom	13/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Smith & Nephew Plc	SN	United Kingdom	13/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Smith & Nephew Plc	SN	United Kingdom	13/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Smith & Nephew Plc	SN	United Kingdom	13/04/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Smith & Nephew Plc	SN	United Kingdom	13/04/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Smith & Nephew Plc	SN	United Kingdom	13/04/2022	Elect Director	Re-elect Erik Engstrom as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Smith & Nephew Plc	SN	United Kingdom	13/04/2022	Elect Director	Re-elect Robin Freestone as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Smith & Nephew Plc	SN	United Kingdom	13/04/2022	Elect Director	Elect Jo Halias as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Smith & Nephew Plc	SN	United Kingdom	13/04/2022	Elect Director	Re-elect John Ma as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Smith & Nephew Plc	SN	United Kingdom	13/04/2022	Elect Director	Re-elect Katarzyna Mazur-Hofsass as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Smith & Nephew Plc	SN	United Kingdom	13/04/2022	Elect Director	Re-elect Rick Medlock as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Snap-on Incorporated	SNA	USA	28/04/2022	Elect Director	Elect Director David C. Adams	For	For	A vote FOR the director nominees is warranted.
Snap-on Incorporated	SNA	USA	28/04/2022	Elect Director	Elect Director Donald J. Stebbins	For	For	A vote FOR the director nominees is warranted.
Snap-on Incorporated	SNA	USA	28/04/2022	Elect Director	Elect Director Karen L. Daniel	For	For	A vote FOR the director nominees is warranted.
Snap-on Incorporated	SNA	USA	28/04/2022	Elect Director	Elect Director Ruth Ann M. Gillis	For	For	A vote FOR the director nominees is warranted.
Snap-on Incorporated	SNA	USA	28/04/2022	Elect Director	Elect Director James P. Holden	For	For	A vote FOR the director nominees is warranted.
Snap-on Incorporated	SNA	USA	28/04/2022	Elect Director	Elect Director Nathan J. Jones	For	For	A vote FOR the director nominees is warranted.
Snap-on Incorporated	SNA	USA	28/04/2022	Elect Director	Elect Director Henry W. Knuettel	For	For	A vote FOR the director nominees is warranted.
Snap-on Incorporated	SNA	USA	28/04/2022	Elect Director	Elect Director W. Dudley Lehman	For	For	A vote FOR the director nominees is warranted.
Snap-on Incorporated	SNA	USA	28/04/2022	Elect Director	Elect Director Nicholas T. Pinchuk	For	For	A vote FOR the director nominees is warranted.
Snap-on Incorporated	SNA	USA	28/04/2022	Elect Director	Elect Director Gregg M. Sherrill	For	For	A vote FOR the director nominees is warranted.
Snap-on Incorporated	SNA	USA	28/04/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Snap-on Incorporated	SNA	USA	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although some concern is raised regarding the significant weighting given to subjective metrics in the annual incentive program, a vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.
Synopsys, Inc.	SNPS	USA	12/04/2022	Elect Director	Elect Director Aart J. de Geus	For	For	A vote FOR the director nominees is warranted.
Synopsys, Inc.	SNPS	USA	12/04/2022	Elect Director	Elect Director Janice D. Chaffin	For	For	A vote FOR the director nominees is warranted.
Synopsys, Inc.	SNPS	USA	12/04/2022	Elect Director	Elect Director Bruce R. Chizen	For	For	A vote FOR the director nominees is warranted.
Synopsys, Inc.	SNPS	USA	12/04/2022	Elect Director	Elect Director Mercedes Johnson	For	For	A vote FOR the director nominees is warranted.
Synopsys, Inc.	SNPS	USA	12/04/2022	Elect Director	Elect Director Chrysostomos L. "Max" Nikias	For	For	A vote FOR the director nominees is warranted.
Synopsys, Inc.	SNPS	USA	12/04/2022	Elect Director	Elect Director Jeanine P. Sargent	For	For	A vote FOR the director nominees is warranted.
Synopsys, Inc.	SNPS	USA	12/04/2022	Elect Director	Elect Director John G. Schwarz	For	For	A vote FOR the director nominees is warranted.
Synopsys, Inc.	SNPS	USA	12/04/2022	Elect Director	Elect Director Roy Vallee	For	For	A vote FOR the director nominees is warranted.
Synopsys, Inc.	SNPS	USA	12/04/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Synopsys, Inc.	SNPS	USA	12/04/2022	Amend Qualified Employee Stock Purchase Plan	Amend Qualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted given that:" The purchase price is reasonable;" The number of shares reserved is reasonable; and" The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.
Synopsys, Inc.	SNPS	USA	12/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. The annual long-term incentives are entirely based on objective, pre-set goals, and starting from fiscal year 2022, the long-term incentives will rely on two-year performance goals instead of annual goals in the next fiscal year.
Synopsys, Inc.	SNPS	USA	12/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.

Synopsis, Inc.	SNPS	USA	12/04/2022	Provide Right to Act by Written Consent	Provide Right to Act by Written Consent	For	For	A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.
The Southern Company	SO	USA	25/05/2022	Elect Director	Elect Director Janaki Akella	For	For	A vote FOR the director nominees is warranted.
The Southern Company	SO	USA	25/05/2022	Elect Director	Elect Director Henry A. Clark, III	For	For	A vote FOR the director nominees is warranted.
The Southern Company	SO	USA	25/05/2022	Elect Director	Elect Director Anthony F. Earley, Jr.	For	For	A vote FOR the director nominees is warranted.
The Southern Company	SO	USA	25/05/2022	Elect Director	Elect Director Thomas A. Fanning	Against	Against	
The Southern Company	SO	USA	25/05/2022	Elect Director	Elect Director David J. Grain	Against	Against	
The Southern Company	SO	USA	25/05/2022	Elect Director	Elect Director Colette D. Honorable	For	For	A vote FOR the director nominees is warranted.
The Southern Company	SO	USA	25/05/2022	Elect Director	Elect Director Donald M. James	For	For	A vote FOR the director nominees is warranted.
The Southern Company	SO	USA	25/05/2022	Elect Director	Elect Director John D. Johns	For	For	A vote FOR the director nominees is warranted.
The Southern Company	SO	USA	25/05/2022	Elect Director	Elect Director Dale E. Klein	For	For	A vote FOR the director nominees is warranted.
The Southern Company	SO	USA	25/05/2022	Elect Director	Elect Director Ernest J. Moriz	For	For	A vote FOR the director nominees is warranted.
The Southern Company	SO	USA	25/05/2022	Elect Director	Elect Director William G. Smith, Jr.	For	For	A vote FOR the director nominees is warranted.
The Southern Company	SO	USA	25/05/2022	Elect Director	Elect Director Kristine L. Svinicki	For	For	A vote FOR the director nominees is warranted.
The Southern Company	SO	USA	25/05/2022	Elect Director	Elect Director E. Jenner Wood, III	For	For	A vote FOR the director nominees is warranted.
The Southern Company	SO	USA	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. A majority of the CEO's pay is conditioned on objective performance metrics, and the compensation committee used its discretion to decrease the CEO's awards under both the annual incentive plan and the recently completed long-term incentive plan during the year in review.
The Southern Company	SO	USA	25/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
The Southern Company	SO	USA	25/05/2022	Reduce Supermajority Vote Requirement	Adopt Simple Majority Vote	For	For	A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.
Washington H. Soul Pattinson and Company Limited	SOL	Australia	10/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted.* The remuneration framework is consistent from prior years and local market governance expectations.* No material disconnect between pay and performance is observed for the period under review.
Washington H. Soul Pattinson and Company Limited	SOL	Australia	10/12/2021	Elect Director	Elect Michael John Hawker as Director	For	For	A vote FOR the re-election of Michael Hawker and Warwick Negus is warranted as there are no material issues regarding board and committee composition resulting from their re-election.
Washington H. Soul Pattinson and Company Limited	SOL	Australia	10/12/2021	Elect Director	Elect Warwick Martin Negus as Director	For	For	A vote FOR the re-election of Michael Hawker and Warwick Negus is warranted as there are no material issues regarding board and committee composition resulting from their re-election.
Washington H. Soul Pattinson and Company Limited	SOL	Australia	10/12/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Todd James Barlow	For	For	A vote FOR the grant of performance rights to CEO Todd Barlow is warranted. The LTI is consistent with prior years and reasonably aligned with corporate governance expectations and improved shareholder return outcomes, with a three-year performance period and relative TSR and Net Asset Growth performance measures, given this is essentially an investment company.
Washington H. Soul Pattinson and Company Limited	SOL	Australia	10/12/2021	Ratify Auditors	Appoint Ernst & Young as Auditor of the Company	For	For	A vote FOR this proposal is warranted because no significant concerns have been identified.
Washington H. Soul Pattinson and Company Limited	SOL	Australia	10/12/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted.* The proposed amendments to the constitution include wording that explicitly state that the company may conduct meetings by using virtual-only means.* While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meeting. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders.* It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic. However, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to shareholders in approving this provision at present.* Going forward, constitutional language providing for a hybrid meeting format, which includes physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would reasonably reflect the preferences of shareholders.
Simon Property Group, Inc.	SPG	USA	11/05/2022	Elect Director	Elect Director Glyn F. Aepfel	For	For	A vote FOR the director nominees is warranted.
Simon Property Group, Inc.	SPG	USA	11/05/2022	Elect Director	Elect Director Larry C. Glasscock	For	For	A vote FOR the director nominees is warranted.
Simon Property Group, Inc.	SPG	USA	11/05/2022	Elect Director	Elect Director Karen N. Horn	For	For	A vote FOR the director nominees is warranted.
Simon Property Group, Inc.	SPG	USA	11/05/2022	Elect Director	Elect Director Allan Hubbard	For	For	A vote FOR the director nominees is warranted.
Simon Property Group, Inc.	SPG	USA	11/05/2022	Elect Director	Elect Director Reuben S. Lebowitz	For	For	A vote FOR the director nominees is warranted.
Simon Property Group, Inc.	SPG	USA	11/05/2022	Elect Director	Elect Director Gary M. Rodkin	For	For	A vote FOR the director nominees is warranted.
Simon Property Group, Inc.	SPG	USA	11/05/2022	Elect Director	Elect Director Peggy Fang Roe	For	For	A vote FOR the director nominees is warranted.
Simon Property Group, Inc.	SPG	USA	11/05/2022	Elect Director	Elect Director Stefan M. Selig	For	For	A vote FOR the director nominees is warranted.
Simon Property Group, Inc.	SPG	USA	11/05/2022	Elect Director	Elect Director Daniel C. Smith	For	For	A vote FOR the director nominees is warranted.
Simon Property Group, Inc.	SPG	USA	11/05/2022	Elect Director	Elect Director J. Albert Smith, Jr.	For	For	A vote FOR the director nominees is warranted.
Simon Property Group, Inc.	SPG	USA	11/05/2022	Elect Director	Elect Director Marta R. Stewart	For	For	A vote FOR the director nominees is warranted.
Simon Property Group, Inc.	SPG	USA	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.
Simon Property Group, Inc.	SPG	USA	11/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
S&P Global Inc.	SPGI	USA	4/05/2022	Elect Director	Elect Director Marco Alvera	For	For	A vote FOR the director nominees is warranted.
S&P Global Inc.	SPGI	USA	4/05/2022	Elect Director	Elect Director Maria R. Morris	For	For	A vote FOR the director nominees is warranted.
S&P Global Inc.	SPGI	USA	4/05/2022	Elect Director	Elect Director Douglas L. Peterson	For	For	A vote FOR the director nominees is warranted.
S&P Global Inc.	SPGI	USA	4/05/2022	Elect Director	Elect Director Edward B. Rust, Jr.	For	For	A vote FOR the director nominees is warranted.
S&P Global Inc.	SPGI	USA	4/05/2022	Elect Director	Elect Director Richard E. Thornburgh	For	For	A vote FOR the director nominees is warranted.
S&P Global Inc.	SPGI	USA	4/05/2022	Elect Director	Elect Director Gregory Washington	For	For	A vote FOR the director nominees is warranted.
S&P Global Inc.	SPGI	USA	4/05/2022	Elect Director	Elect Director Jacques Esculier	For	For	A vote FOR the director nominees is warranted.
S&P Global Inc.	SPGI	USA	4/05/2022	Elect Director	Elect Director Gay Huey Evans	For	For	A vote FOR the director nominees is warranted.
S&P Global Inc.	SPGI	USA	4/05/2022	Elect Director	Elect Director William D. Green	For	For	A vote FOR the director nominees is warranted.
S&P Global Inc.	SPGI	USA	4/05/2022	Elect Director	Elect Director Stephanie C. Hill	For	For	A vote FOR the director nominees is warranted.
S&P Global Inc.	SPGI	USA	4/05/2022	Elect Director	Elect Director Rebecca Jacoby	For	For	A vote FOR the director nominees is warranted.
S&P Global Inc.	SPGI	USA	4/05/2022	Elect Director	Elect Director Robert P. Kelly	For	For	A vote FOR the director nominees is warranted.
S&P Global Inc.	SPGI	USA	4/05/2022	Elect Director	Elect Director Ian Paul Livingston	For	For	A vote FOR the director nominees is warranted.
S&P Global Inc.	SPGI	USA	4/05/2022	Elect Director	Elect Director Deborah D. McWhinney	For	For	A vote FOR the director nominees is warranted.
S&P Global Inc.	SPGI	USA	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. CEO pay and company performance are reasonably aligned, and the majority of CEO pay is conditioned on objective financial performance metrics. Additionally, the majority of the CEO's equity award is conditioned on clearly disclosed long-term financial performance goals.
S&P Global Inc.	SPGI	USA	4/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Spark New Zealand Ltd.	SPK	New Zealand	5/11/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorize Board to Fix Remuneration of the Auditors	For	For	A vote FOR this resolution is warranted because no corporate governance concerns have been identified in relation to the fees paid to the auditor.
Spark New Zealand Ltd.	SPK	New Zealand	5/11/2021	Elect Director	Elect Alison Barrass as Director	For	For	Item 2A qualified vote FOR the re-election of independent non-executive director Alison Barrass is warranted. The qualification is to highlight that she is the chairman of Spark's Human Resources and Compensation Committee (which is responsible for the company's remuneration matters) and concerns regarding remuneration disclosure practices have been identified.Item 3A vote FOR the re-election of non-independent non-executive director David Havercroft is warranted given that the board is majority independent and no corporate governance concerns have been identified in relation to his nomination.
Spark New Zealand Ltd.	SPK	New Zealand	5/11/2021	Elect Director	Elect David Havercroft as Director	For	For	Item 2A qualified vote FOR the re-election of independent non-executive director Alison Barrass is warranted. The qualification is to highlight that she is the chairman of Spark's Human Resources and Compensation Committee (which is responsible for the company's remuneration matters) and concerns regarding remuneration disclosure practices have been identified.Item 3A vote FOR the re-election of non-independent non-executive director David Havercroft is warranted given that the board is majority independent and no corporate governance concerns have been identified in relation to his nomination.
Splunk Inc.	SPLK	USA	16/06/2022	Elect Director	Elect Director Mark Cargess	For	For	A vote FOR the director nominees is warranted.
Splunk Inc.	SPLK	USA	16/06/2022	Elect Director	Elect Director Kenneth Hsu	For	For	A vote FOR the director nominees is warranted.
Splunk Inc.	SPLK	USA	16/06/2022	Elect Director	Elect Director Elisa Steele	For	For	A vote FOR the director nominees is warranted.
Splunk Inc.	SPLK	USA	16/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Splunk Inc.	SPLK	USA	16/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	Following last year's failed say-on-pay vote, the committee demonstrated adequate responsiveness to shareholder concerns. However, although disclosed changes to next year's compensation program eliminate metric overlap in the incentive programs, concerns remain regarding the vesting structure for PSUs. FY22 awards are earned over a single annual performance period with a third of awarded shares vesting immediately, and changes for next year's awards continue to allow for annual payouts of fully vested shares, undermining the long-term nature of the program. Further concerns are raised by the structure and magnitude of new hire cash and equity awards granted to two NEOs, rendering them the highest and third-most highly compensated executives in the company for FY22. These awards include significant make-whole awards, paid in cash and subject to only limited repayment requirements, in addition to relatively large equity awards. Investors may question the necessity of paying multiple executives at the level of a CEO. Accordingly, a vote AGAINST this proposal is warranted.
Splunk Inc.	SPLK	USA	16/06/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	Against	Against	Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPCS), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive; * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and * The plan allows broad discretion to accelerate vesting.
Splitit Payments Limited	SPT	Australia	15/10/2021	Elect Director	Elect Dawn Robertson as Director	For	For	A qualified vote FOR the reelection of Dawn Robertson and Thierry Denis is warranted.
Splitit Payments Limited	SPT	Australia	15/10/2021	Elect Director	Elect Thierry Denis as Director	For	For	A qualified vote FOR the reelection of Dawn Robertson and Thierry Denis is warranted.
Splitit Payments Limited	SPT	Australia	15/10/2021	Ratify Auditors	Appoint Ernst & Young Australia as Auditor of the Company	For	For	A vote FOR this resolution is warranted.

Splitit Payments Limited	SPT	Australia	15/10/2021	Approve Issuance of Warrants/Convertible Debentures	Ratify Past Issuance of GS Warrants to a Nominee of Goldman Sachs Bank USA	For	For	A vote FOR this resolution is warranted.
Splitit Payments Limited	SPT	Australia	15/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted.The proposed constitutional amendment includes wording that could permit general meetings to be held by virtual-only means.While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at meetings. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders.It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic; however, this has been addressed by the temporary relief announced by the Australian Government on Aug. 10, 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and executive documents until March 31, 2022 [refer LINK].Accordingly, there appears no benefit to shareholders from approving this provision at present. Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
Splitit Payments Limited	SPT	Australia	15/10/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve the Issuance of Up to 10 Percent of the Company's Issued Capital	Against	Against	A vote AGAINST this resolution is warranted because the company did not provide specific reasons for seeking the authority, and there appears to be no immediate need for the additional authority based on the company's most recent quarterly cash flow report.
Splitit Payments Limited	SPT	Australia	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve the Issuance of Up to 10 Percent of the Company's Issued Capital	Against	Against	A vote AGAINST this resolution is warranted because the company did not provide specific and compelling reasons for seeking the authority.
Splitit Payments Limited	SPT	Australia	28/04/2022	Approve Issuance of Warrants/Convertible Debentures	Approve Amendment to Goldman Sachs Warrant Terms	For	For	A vote FOR this resolution is warranted.
Splitit Payments Limited	SPT	Australia	15/10/2021	Grant Equity Award to Third Party	Ratify Past Issuance of Executive Advisor Options to Michael Elias, Christopher Curtis and Paul Rosengard	For	For	A vote FOR this resolution is warranted.
Splitit Payments Limited	SPT	Australia	15/10/2021	Approve Remuneration Policy	Approve Remuneration Policy	Against	Against	A vote AGAINST this resolution is warranted because: * The company has not disclosed clear guidelines on how exercise prices of equity awards will be calculated, therefore preventing shareholders to assess the stringency of the equity grant. * The company retained an excessive dilution cap of 15 percent of the company's outstanding shares.
Splitit Payments Limited	SPT	Australia	15/10/2021	Amend Terms of Outstanding Options	Approve Amendment to Terms of Options Issued to Jan Koebler	Against	Against	A vote AGAINST these resolutions is warranted because the grant of options to NEDs is not in line with Australian market guidelines.
Splitit Payments Limited	SPT	Australia	15/10/2021	Amend Terms of Outstanding Options	Approve Amendment to Terms of Options Issued to Dawn Robertson	Against	Against	A vote AGAINST these resolutions is warranted because the grant of options to NEDs is not in line with Australian market guidelines.
Splitit Payments Limited	SPT	Australia	15/10/2021	Approve Stock Option Plan Grants	Approve Issuance of Options to Jan Koebler	Against	Against	A vote AGAINST these resolutions is warranted because the grant of equity incentives to NEDs is not in line with Australian local market guidelines.
Splitit Payments Limited	SPT	Australia	28/04/2022	Approve Stock Option Plan Grants	Approve Issuance of Options to Dawn Robertson	Against	Against	A vote AGAINST these resolutions is warranted because the grant of equity incentives to NEDs is not in line with Australian local market guidelines.
Splitit Payments Limited	SPT	Australia	28/04/2022	Amend Articles/Charter to Reflect Changes in Capital	Approve the Amendment of the Company's Articles of Association	For	For	A vote FOR this resolution is warranted.
Splitit Payments Limited	SPT	Australia	28/04/2022	Approve Omnibus Stock Plan	Approve Modifications to the 2018 Employee Incentive Plan Including the Australian, UK and US Sub-Plans	For	For	A qualified vote FOR this resolution is warranted given that the EIP and its sub-plan establish the broader framework for equity incentives to a wider range of the company's employees. However, governance concerns exist for the fact that non-executive directors may participate in the EIP. This aspect is inconsistent with shareholder expectations in the Australian market that NEDs do not receive incentive-based pay. Nevertheless, it is noted that any grant to a NED would require shareholder approval.
Spirax-Sarco Engineering Plc	SPX	United Kingdom	11/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Spirax-Sarco Engineering Plc	SPX	United Kingdom	11/05/2022	Elect Director	Re-elect Caroline Johnstone as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Spirax-Sarco Engineering Plc	SPX	United Kingdom	11/05/2022	Elect Director	Re-elect Jane Kingston as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Spirax-Sarco Engineering Plc	SPX	United Kingdom	11/05/2022	Elect Director	Re-elect Kevin Thompson as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Spirax-Sarco Engineering Plc	SPX	United Kingdom	11/05/2022	Elect Director	Re-elect Nimesh Patel as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Spirax-Sarco Engineering Plc	SPX	United Kingdom	11/05/2022	Elect Director	Re-elect Angela Archon as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Spirax-Sarco Engineering Plc	SPX	United Kingdom	11/05/2022	Elect Director	Re-elect Olivia Qiu as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Spirax-Sarco Engineering Plc	SPX	United Kingdom	11/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Spirax-Sarco Engineering Plc	SPX	United Kingdom	11/05/2022	Approve Stock Dividend Program	Approve Scrip Dividend Program	For	For	A vote FOR this resolution is warranted because this is a routine item and no concerns have been identified.
Spirax-Sarco Engineering Plc	SPX	United Kingdom	11/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Spirax-Sarco Engineering Plc	SPX	United Kingdom	11/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Spirax-Sarco Engineering Plc	SPX	United Kingdom	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted although it is not without concern because: * The Company is making a 2022 LTIP grant to the CEO outside the usual limit, but within the provisions of the policy for exceptional circumstances. Support is warranted because: * The Company has provided a reasonable explanation for its actions; * Pay structures and practices, generally speaking, are in line with good practice; and there has been no misalignment between pay and performance; and * The LTIP, under which the proposed larger grant will be made, is based on clear and measurable targets.
Spirax-Sarco Engineering Plc	SPX	United Kingdom	11/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Spirax-Sarco Engineering Plc	SPX	United Kingdom	11/05/2022	Ratify Auditors	Reappoint Deloitte LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Spirax-Sarco Engineering Plc	SPX	United Kingdom	11/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Spirax-Sarco Engineering Plc	SPX	United Kingdom	11/05/2022	Elect Director	Re-elect Jamie Pike as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Spirax-Sarco Engineering Plc	SPX	United Kingdom	11/05/2022	Elect Director	Re-elect Nicholas Anderson as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Spirax-Sarco Engineering Plc	SPX	United Kingdom	11/05/2022	Elect Director	Re-elect Richard Gillingwater as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Spirax-Sarco Engineering Plc	SPX	United Kingdom	11/05/2022	Elect Director	Re-elect Peter France as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Block, Inc.	SQ	USA	14/06/2022	Elect Director	Elect Director Jack Dorsey	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Jack Dorsey and Lord Paul Deighton given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.
Block, Inc.	SQ	USA	14/06/2022	Elect Director	Elect Director Paul Deighton	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Jack Dorsey and Lord Paul Deighton given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.
Block, Inc.	SQ	USA	14/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. However, NEOs do not participate in an annual incentive plan and long-term awards lack performance criteria.
Block, Inc.	SQ	USA	14/06/2022	Advisory Vote on Say on Pay Frequency	Advisory Vote on Say on Pay Frequency	One Year	One Year	A vote FOR the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.
Block, Inc.	SQ	USA	14/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Block, Inc.	SQ	USA	14/06/2022	Approve Recapitalization Plan for all Stock to Have One-vote per Share	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	For	A vote FOR this proposal is warranted, as it would provide all shareholders with equal voting rights on all matters and would make the company eligible for inclusion in the S&P 500 index.
Sempra Energy	SRE	USA	13/05/2022	Elect Director	Elect Director Alan L. Boeckmann	For	For	A vote FOR the director nominees is warranted.
Sempra Energy	SRE	USA	13/05/2022	Elect Director	Elect Director Andres Conesa	For	For	A vote FOR the director nominees is warranted.
Sempra Energy	SRE	USA	13/05/2022	Elect Director	Elect Director Maria Contreras-Sweet	For	For	A vote FOR the director nominees is warranted.
Sempra Energy	SRE	USA	13/05/2022	Elect Director	Elect Director Pablo A. Ferrero	For	For	A vote FOR the director nominees is warranted.
Sempra Energy	SRE	USA	13/05/2022	Elect Director	Elect Director Jeffrey W. Martin	For	For	A vote FOR the director nominees is warranted.
Sempra Energy	SRE	USA	13/05/2022	Elect Director	Elect Director Bethany J. Mayer	For	For	A vote FOR the director nominees is warranted.
Sempra Energy	SRE	USA	13/05/2022	Elect Director	Elect Director Michael N. Mears	For	For	A vote FOR the director nominees is warranted.
Sempra Energy	SRE	USA	13/05/2022	Elect Director	Elect Director Jack T. Taylor	For	For	A vote FOR the director nominees is warranted.
Sempra Energy	SRE	USA	13/05/2022	Elect Director	Elect Director Cynthia L. Walker	For	For	A vote FOR the director nominees is warranted.
Sempra Energy	SRE	USA	13/05/2022	Elect Director	Elect Director Cynthia J. Warner	For	For	A vote FOR the director nominees is warranted.
Sempra Energy	SRE	USA	13/05/2022	Elect Director	Elect Director James C. Yardley	For	For	A vote FOR the director nominees is warranted.
Sempra Energy	SRE	USA	13/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Sempra Energy	SRE	USA	13/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. The change in pension value again constituted a large portion of the CEO's reported pay, though the committee also increased his long-term incentive opportunity without specific rationale. However, concerns regarding the pay-for-performance misalignment were mitigated for the year in review. The annual incentive program primarily relied on a financial metric with a target set above actual performance in the prior year, and while a portion of long-term incentives target merely median TSR, the closing cycle TSR-based awards were earned below target, consistent with underperformance. Lastly, while CEO pay increased again in FY21, investors may expect reported pay levels to decline as the CEO's SERP valuation stabilizes.
Sempra Energy	SRE	USA	13/05/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
SSE Plc	SSE	United Kingdom	22/07/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
SSE Plc	SSE	United Kingdom	22/07/2021	Elect Director	Re-elect Alistair Phillips-Davies as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
SSE Plc	SSE	United Kingdom	22/07/2021	Elect Director	Re-elect Martin Pibworth as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
SSE Plc	SSE	United Kingdom	22/07/2021	Elect Director	Re-elect Melanie Smith as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
SSE Plc	SSE	United Kingdom	22/07/2021	Elect Director	Re-elect Angela Strank as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
SSE Plc	SSE	United Kingdom	22/07/2021	Ratify Auditors	Reappoint Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
SSE Plc	SSE	United Kingdom	22/07/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.

SSE Plc	SSE	United Kingdom	22/07/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
SSE Plc	SSE	United Kingdom	22/07/2021	Approve Stock Dividend Program	Approve Scrip Dividend Scheme	For	For	A vote FOR this resolution is warranted because this is a routine item and no concerns have been identified.
SSE Plc	SSE	United Kingdom	22/07/2021	Approve Qualified Employee Stock Purchase Plan	Approve Sharesave Scheme	For	For	A vote FOR this tax-approved plan is warranted because it is broad-based and no corporate governance concerns have been identified.
SSE Plc	SSE	United Kingdom	22/07/2021	Management Climate-Related Proposal	Approve Net Zero Transition Report	For	For	A vote FOR this resolution is considered warranted, as no significant concerns have been identified.
SSE Plc	SSE	United Kingdom	22/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is warranted, although it is not without concerns for shareholders." Martin Pitworth, the Energy and Commercial Director, received a one-off salary increase of 19%.The main reasons for support are:" The scope of the Director's role was expanded from 1 November 2020 as he assumed Group-wide responsibility for all commercial and associated risk management activities for non-network businesses; and" No other significant concerns have been identified.
SSE Plc	SSE	United Kingdom	22/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
SSE Plc	SSE	United Kingdom	22/07/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
SSE Plc	SSE	United Kingdom	22/07/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
SSE Plc	SSE	United Kingdom	22/07/2021	Adopt New Articles of Association/Charter	Adopt New Articles of Association	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
SSE Plc	SSE	United Kingdom	22/07/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
SSE Plc	SSE	United Kingdom	22/07/2021	Elect Director	Re-elect Gregor Alexander as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
SSE Plc	SSE	United Kingdom	22/07/2021	Elect Director	Re-elect Sue Bruce as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
SSE Plc	SSE	United Kingdom	22/07/2021	Elect Director	Re-elect Tony Cocker as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
SSE Plc	SSE	United Kingdom	22/07/2021	Elect Director	Re-elect Peter Lynas as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
SSE Plc	SSE	United Kingdom	22/07/2021	Elect Director	Re-elect Helen Mahy as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
SSE Plc	SSE	United Kingdom	22/07/2021	Elect Director	Elect John Manzoni as Director	For	For	A vote FOR this resolution is warranted in the absence of any material misalignment between pay and financial results and shareholder outcomes. The following matters are highlighted:" Specific and quantified STI targets were not disclosed, although no STI payments were made." The LTI EPS target is not disclosed, making it difficult for shareholders to assess the rigor of target. However, no vesting would occur if EPS outcome is lower than the previous year, ensuring growth in the company thus aligning with shareholder's outcome; and" The performance rights subject to EPS may vest one-third per year.
Service Stream Limited	SSM	Australia	20/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted in the absence of any material misalignment between pay and financial results and shareholder outcomes. The following matters are highlighted:" Specific and quantified STI targets were not disclosed, although no STI payments were made." The LTI EPS target is not disclosed, making it difficult for shareholders to assess the rigor of target. However, no vesting would occur if EPS outcome is lower than the previous year, ensuring growth in the company thus aligning with shareholder's outcome; and" The performance rights subject to EPS may vest one-third per year.
Service Stream Limited	SSM	Australia	20/10/2021	Elect Director	Elect Brett Gallagher as Director	For	For	A vote FOR the re-election of non-independent chairman Brett Gallagher (Item 2) and independent director Deborah Page (Item 3), and the election of independent director Elizabeth Ward is warranted as there are no material concerns regarding board and committee composition resulting from their election, nor any wider corporate governance concerns.
Service Stream Limited	SSM	Australia	20/10/2021	Elect Director	Elect Deborah Page as Director	For	For	A vote FOR the re-election of non-independent chairman Brett Gallagher (Item 2) and independent director Deborah Page (Item 3), and the election of independent director Elizabeth Ward is warranted as there are no material concerns regarding board and committee composition resulting from their election, nor any wider corporate governance concerns.
Service Stream Limited	SSM	Australia	20/10/2021	Elect Director	Elect Elizabeth Ward as Director	For	For	A vote FOR the re-election of non-independent chairman Brett Gallagher (Item 2) and independent director Deborah Page (Item 3), and the election of independent director Elizabeth Ward is warranted as there are no material concerns regarding board and committee composition resulting from their election, nor any wider corporate governance concerns.
Service Stream Limited	SSM	Australia	20/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Leigh Geoffrey Mackender	For	For	A qualified vote FOR this resolution is warranted because the overall terms of the proposed equity plan are not problematic. Such qualification is primarily due to the continued applicability of the 'false choice' provision that results in the LTI payment by way of cash if the resolution is not approved.
Service Stream Limited	SSM	Australia	20/10/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Shares to Existing and New Professional and Sophisticated Investors	For	For	A vote qualified FOR this resolution is warranted given the modest discount and rationale for the placement, being partial consideration for an acquisition. However, this recommendation is qualified to highlight concerns for substantial dilution of 16.75 percent
Service Stream Limited	SSM	Australia	20/10/2021	Approve Pledging of Assets for Debt	Approve Financial Assistance in Relation to the Acquisition	For	For	A vote FOR this resolution is warranted as it is not contentious and typical upon an acquisition of a subsidiary.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR this item is considered warranted, although it is not without concern for shareholders: " The Company had reporting and governance failings identified by the PRA which have resulted in a record fine being imposed on the Company. At the same time, the material governance failings identified and the resulting record fine have not been satisfactorily acknowledged in the annual report, nor have material disclosures been provided to explain the Company's response to the PRA's findings. The main reasons for support are: " The Company's financial statements raise no significant concerns.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Elect Director	Re-elect Christine Hodgson as Director	For	For	Items 5-6, 8-15 & 17-18 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 7: Re-election of David Conner A vote FOR this item is considered warranted, although it is not without concern for shareholders: " David Conner served as Chair of the Board Risk Committee during the period in which the PRA identified material failings in the Company's reporting and governance controls. Item 16: Re-election of Jose Vinals A vote FOR this item is considered warranted, although it is not without concern for shareholders: " As Board Chair and Chair of the Governance and Nomination Committee, he is considered accountable for the governance standards at the Company. The material governance failings identified by the PRA and the resulting record fine have not been satisfactorily acknowledged in the annual report, nor have material disclosures been provided to explain the Company's response to the PRA's findings.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Elect Director	Re-elect Gay Huey Evans as Director	For	For	Items 5-6, 8-15 & 17-18 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 7: Re-election of David Conner A vote FOR this item is considered warranted, although it is not without concern for shareholders: " David Conner served as Chair of the Board Risk Committee during the period in which the PRA identified material failings in the Company's reporting and governance controls. Item 16: Re-election of Jose Vinals A vote FOR this item is considered warranted, although it is not without concern for shareholders: " As Board Chair and Chair of the Governance and Nomination Committee, he is considered accountable for the governance standards at the Company. The material governance failings identified by the PRA and the resulting record fine have not been satisfactorily acknowledged in the annual report, nor have material disclosures been provided to explain the Company's response to the PRA's findings.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Elect Director	Re-elect Maria Ramos as Director	For	For	Items 5-6, 8-15 & 17-18 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 7: Re-election of David Conner A vote FOR this item is considered warranted, although it is not without concern for shareholders: " David Conner served as Chair of the Board Risk Committee during the period in which the PRA identified material failings in the Company's reporting and governance controls. Item 16: Re-election of Jose Vinals A vote FOR this item is considered warranted, although it is not without concern for shareholders: " As Board Chair and Chair of the Governance and Nomination Committee, he is considered accountable for the governance standards at the Company. The material governance failings identified by the PRA and the resulting record fine have not been satisfactorily acknowledged in the annual report, nor have material disclosures been provided to explain the Company's response to the PRA's findings.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Elect Director	Re-elect Phil Rivett as Director	For	For	Items 5-6, 8-15 & 17-18 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 7: Re-election of David Conner A vote FOR this item is considered warranted, although it is not without concern for shareholders: " David Conner served as Chair of the Board Risk Committee during the period in which the PRA identified material failings in the Company's reporting and governance controls. Item 16: Re-election of Jose Vinals A vote FOR this item is considered warranted, although it is not without concern for shareholders: " As Board Chair and Chair of the Governance and Nomination Committee, he is considered accountable for the governance standards at the Company. The material governance failings identified by the PRA and the resulting record fine have not been satisfactorily acknowledged in the annual report, nor have material disclosures been provided to explain the Company's response to the PRA's findings.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Elect Director	Re-elect David Tang as Director	For	For	Items 5-6, 8-15 & 17-18 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 7: Re-election of David Conner A vote FOR this item is considered warranted, although it is not without concern for shareholders: " David Conner served as Chair of the Board Risk Committee during the period in which the PRA identified material failings in the Company's reporting and governance controls. Item 16: Re-election of Jose Vinals A vote FOR this item is considered warranted, although it is not without concern for shareholders: " As Board Chair and Chair of the Governance and Nomination Committee, he is considered accountable for the governance standards at the Company. The material governance failings identified by the PRA and the resulting record fine have not been satisfactorily acknowledged in the annual report, nor have material disclosures been provided to explain the Company's response to the PRA's findings.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Elect Director	Re-elect Carlson Tong as Director	For	For	Items 5-6, 8-15 & 17-18 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 7: Re-election of David Conner A vote FOR this item is considered warranted, although it is not without concern for shareholders: " David Conner served as Chair of the Board Risk Committee during the period in which the PRA identified material failings in the Company's reporting and governance controls. Item 16: Re-election of Jose Vinals A vote FOR this item is considered warranted, although it is not without concern for shareholders: " As Board Chair and Chair of the Governance and Nomination Committee, he is considered accountable for the governance standards at the Company. The material governance failings identified by the PRA and the resulting record fine have not been satisfactorily acknowledged in the annual report, nor have material disclosures been provided to explain the Company's response to the PRA's findings.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Elect Director	Re-elect Jose Vinals as Director	For	For	Items 5-6, 8-15 & 17-18 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 7: Re-election of David Conner A vote FOR this item is considered warranted, although it is not without concern for shareholders: " David Conner served as Chair of the Board Risk Committee during the period in which the PRA identified material failings in the Company's reporting and governance controls. Item 16: Re-election of Jose Vinals A vote FOR this item is considered warranted, although it is not without concern for shareholders: " As Board Chair and Chair of the Governance and Nomination Committee, he is considered accountable for the governance standards at the Company. The material governance failings identified by the PRA and the resulting record fine have not been satisfactorily acknowledged in the annual report, nor have material disclosures been provided to explain the Company's response to the PRA's findings.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Elect Director	Re-elect Jasmine Whitbread as Director	For	For	Items 5-6, 8-15 & 17-18 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 7: Re-election of David Conner A vote FOR this item is considered warranted, although it is not without concern for shareholders: " David Conner served as Chair of the Board Risk Committee during the period in which the PRA identified material failings in the Company's reporting and governance controls. Item 16: Re-election of Jose Vinals A vote FOR this item is considered warranted, although it is not without concern for shareholders: " As Board Chair and Chair of the Governance and Nomination Committee, he is considered accountable for the governance standards at the Company. The material governance failings identified by the PRA and the resulting record fine have not been satisfactorily acknowledged in the annual report, nor have material disclosures been provided to explain the Company's response to the PRA's findings.

Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Elect Director	Re-elect Bill Winters as Director	For	For	Items 5-6, 8-15 & 17-18 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 7: Re-election of David Conner A vote FOR this item is considered warranted, although it is not without concern for shareholders: * David Conner served as Chair of the Board Risk Committee during the period in which the PRA identified material failings in the Company's reporting and governance controls. Item 16: Re-election of Jose Vinals A vote FOR this item is considered warranted, although it is not without concern for shareholders: * As Board Chair and Chair of the Governance and Nomination Committee, he is considered accountable for the governance standards at the Company. The material governance failings identified by the PRA and the resulting record fine have not been satisfactorily acknowledged in the annual report, nor have material disclosures been provided to explain the Company's response to the PRA's findings.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Ratify Auditors	Reappoint Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Extend the Authority to Allot Shares by Such Number of Shares Repurchased by the Company under the Authority Granted Pursuant to Resolution 28	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Approve/Amend Conversion of Securities	Authorise Issue of Equity in Relation to Equity Convertible Additional Tier 1 Securities	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Equity Convertible Additional Tier 1 (ECAT1) securities and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Approve/Amend Conversion of Securities	Authorise Issue of Equity without Pre-emptive Rights in Relation to Equity Convertible Additional Tier 1 Securities	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Equity Convertible Additional Tier 1 (ECAT1) securities and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is considered warranted, as no material concerns have been identified.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Preference Shares	For	For	A vote FOR this item is considered warranted, as no material concerns have been identified.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST this item is considered warranted: * Material concerns have been identified in respect of the Remuneration Committee's response to the significant reporting and governance failings identified by the PRA, which have resulted in a record fine being imposed on the Company. The Committee's response does not appear to adequately reflect the gravity of the failures identified by the PRA. Neither does the Committee appear to have fully utilised the available provisions to reduce awards in recognition of failures in risk management; financial reporting; and financial losses, due to a material breach of regulatory guidelines.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Management Climate-Related Proposal	Approve Net Zero Pathway	Against	Against	A vote AGAINST this proposal is warranted given the apparent gaps in the company's climate reporting and lack of science-based target setting. The company has committed to a net-zero by 2050 ambition providing short-, medium- and long-term targets however, the reporting of scope 3 emissions remains underdeveloped and does not permit a full assessment of the interim targets nor does it allow transparency into its remaining scope 3 emissions related to the relevant category.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Climate Change Action	Approve Shareholder Requisition Resolution	Against	Against	A vote AGAINST this resolution is considered warranted: * Although the Company will be expected to deliver on its stated climate ambitions in the future, its current climate reporting, which includes short, medium and long-term objectives and targets, is considered to be a sufficient and appropriate response to the matters raised in the resolution at this time. The Company's progress will continue to be kept under review.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Approve Remuneration Policy	Approve Remuneration Policy	Against	Against	A vote AGAINST this item is considered warranted: * The policy continues to provide for disapplication of time pro-rating for outstanding LTIP awards if certain, defined criteria are met at the time of executive's departure. This is not in line with best market practice and may create an expectation that discretion in this respect will be used as a normal application of policy, rather than in response to genuinely exceptional circumstances. Sustainability Advisory Services Policy states that appropriate pro-rating should be applied to outstanding long-term share awards. A material concern is also noted in respect of the updated pension provisions - the calculation of the pension figure, which uses the cash and share element of the salary after salary and fixed pay being combined into "salary" in 2019 - results in a material pension figure for the CEO (GBP 243,400), which is the highest among major FTSE listed banks. Given the positive developments towards market practice since the approval of the 2019 remuneration policy, this matter is not being highlighted as a contributing factor to the negative voting recommendation.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Elect Director	Elect Shirish Apte as Director	For	For	Items 5-6, 8-15 & 17-18 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 7: Re-election of David Conner A vote FOR this item is considered warranted, although it is not without concern for shareholders: * David Conner served as Chair of the Board Risk Committee during the period in which the PRA identified material failings in the Company's reporting and governance controls. Item 16: Re-election of Jose Vinals A vote FOR this item is considered warranted, although it is not without concern for shareholders: * As Board Chair and Chair of the Governance and Nomination Committee, he is considered accountable for the governance standards at the Company. The material governance failings identified by the PRA and the resulting record fine have not been satisfactorily acknowledged in the annual report, nor have material disclosures been provided to explain the Company's response to the PRA's findings.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Elect Director	Elect Robin Lawther as Director	For	For	Items 5-6, 8-15 & 17-18 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 7: Re-election of David Conner A vote FOR this item is considered warranted, although it is not without concern for shareholders: * David Conner served as Chair of the Board Risk Committee during the period in which the PRA identified material failings in the Company's reporting and governance controls. Item 16: Re-election of Jose Vinals A vote FOR this item is considered warranted, although it is not without concern for shareholders: * As Board Chair and Chair of the Governance and Nomination Committee, he is considered accountable for the governance standards at the Company. The material governance failings identified by the PRA and the resulting record fine have not been satisfactorily acknowledged in the annual report, nor have material disclosures been provided to explain the Company's response to the PRA's findings.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Elect Director	Re-elect David Conner as Director	For	For	Items 5-6, 8-15 & 17-18 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 7: Re-election of David Conner A vote FOR this item is considered warranted, although it is not without concern for shareholders: * David Conner served as Chair of the Board Risk Committee during the period in which the PRA identified material failings in the Company's reporting and governance controls. Item 16: Re-election of Jose Vinals A vote FOR this item is considered warranted, although it is not without concern for shareholders: * As Board Chair and Chair of the Governance and Nomination Committee, he is considered accountable for the governance standards at the Company. The material governance failings identified by the PRA and the resulting record fine have not been satisfactorily acknowledged in the annual report, nor have material disclosures been provided to explain the Company's response to the PRA's findings.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Elect Director	Re-elect Byron Grote as Director	For	For	Items 5-6, 8-15 & 17-18 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 7: Re-election of David Conner A vote FOR this item is considered warranted, although it is not without concern for shareholders: * David Conner served as Chair of the Board Risk Committee during the period in which the PRA identified material failings in the Company's reporting and governance controls. Item 16: Re-election of Jose Vinals A vote FOR this item is considered warranted, although it is not without concern for shareholders: * As Board Chair and Chair of the Governance and Nomination Committee, he is considered accountable for the governance standards at the Company. The material governance failings identified by the PRA and the resulting record fine have not been satisfactorily acknowledged in the annual report, nor have material disclosures been provided to explain the Company's response to the PRA's findings.
Standard Chartered Plc	STAN	United Kingdom	4/05/2022	Elect Director	Re-elect Andy Halford as Director	For	For	Items 5-6, 8-15 & 17-18 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 7: Re-election of David Conner A vote FOR this item is considered warranted, although it is not without concern for shareholders: * David Conner served as Chair of the Board Risk Committee during the period in which the PRA identified material failings in the Company's reporting and governance controls. Item 16: Re-election of Jose Vinals A vote FOR this item is considered warranted, although it is not without concern for shareholders: * As Board Chair and Chair of the Governance and Nomination Committee, he is considered accountable for the governance standards at the Company. The material governance failings identified by the PRA and the resulting record fine have not been satisfactorily acknowledged in the annual report, nor have material disclosures been provided to explain the Company's response to the PRA's findings.
St. James's Place Plc	STJ	United Kingdom	19/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
St. James's Place Plc	STJ	United Kingdom	19/05/2022	Elect Director	Re-elect Paul Manduca as Director	For	For	Items 3-9 & 11 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 10 A vote FOR the re-election of Paul Manduca is warranted, although it is not without concern for shareholders: * In addition to his Non-executive Chair position at the Company, he is the Board Chair of two other publicly listed companies. On strict application of the ISS Policy, his mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise his ability to commit sufficient time to his role at the Company. The main reasons for support are: * One of his external appointments is an investment trust which is considered to represent a less onerous time commitment. Future changes to his external board appointments will be kept under review.

St. James's Place Plc	STJ	United Kingdom	19/05/2022	Elect Director	Elect John Hitchins as Director	For	For	Items 3-9 & 11 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 10 A vote FOR the re-election of Paul Manduca is warranted, although it is not without concern for shareholders: " In addition to his Non-executive Chair position at the Company, he is the Board Chair of two other publicly listed companies. On strict application of the ISS Policy, his mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise his ability to commit sufficient time to his role at the Company. The main reasons for support are: * One of his external appointments is an investment trust which is considered to represent a less onerous time commitment. Future changes to his external board appointments will be kept under review.
St. James's Place Plc	STJ	United Kingdom	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted, although it is not without concern for shareholders: " The FY2022 LTIP award utilises the maximum headroom available under the policy, increasing award levels from 200% to 250% of salary. " No changes to performance targets – notably EPS growth – have been made to acknowledge the increased award opportunity for the FY2022 LTIP award. The main reasons for support are: " EPS growth targets include the impact of inflation (measured by CPI) and therefore incorporate a degree of additional stretch given the current rate of inflation evident in the UK. " The increased 250% of salary award level remains within the approved policy limit. Future LTIP award levels will be kept under close review, given the Company's stated commitment to only use the increased headroom "on a prudent and restrained basis".
St. James's Place Plc	STJ	United Kingdom	19/05/2022	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP (PwC) as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
St. James's Place Plc	STJ	United Kingdom	19/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
St. James's Place Plc	STJ	United Kingdom	19/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
St. James's Place Plc	STJ	United Kingdom	19/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
St. James's Place Plc	STJ	United Kingdom	19/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
St. James's Place Plc	STJ	United Kingdom	19/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
St. James's Place Plc	STJ	United Kingdom	19/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
St. James's Place Plc	STJ	United Kingdom	19/05/2022	Elect Director	Re-elect Andrew Croft as Director	For	For	Items 3-9 & 11 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 10 A vote FOR the re-election of Paul Manduca is warranted, although it is not without concern for shareholders: " In addition to his Non-executive Chair position at the Company, he is the Board Chair of two other publicly listed companies. On strict application of the ISS Policy, his mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise his ability to commit sufficient time to his role at the Company. The main reasons for support are: * One of his external appointments is an investment trust which is considered to represent a less onerous time commitment. Future changes to his external board appointments will be kept under review.
St. James's Place Plc	STJ	United Kingdom	19/05/2022	Elect Director	Re-elect Craig Gentle as Director	For	For	Items 3-9 & 11 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 10 A vote FOR the re-election of Paul Manduca is warranted, although it is not without concern for shareholders: " In addition to his Non-executive Chair position at the Company, he is the Board Chair of two other publicly listed companies. On strict application of the ISS Policy, his mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise his ability to commit sufficient time to his role at the Company. The main reasons for support are: * One of his external appointments is an investment trust which is considered to represent a less onerous time commitment. Future changes to his external board appointments will be kept under review.
St. James's Place Plc	STJ	United Kingdom	19/05/2022	Elect Director	Re-elect Emma Griffin as Director	For	For	Items 3-9 & 11 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 10 A vote FOR the re-election of Paul Manduca is warranted, although it is not without concern for shareholders: " In addition to his Non-executive Chair position at the Company, he is the Board Chair of two other publicly listed companies. On strict application of the ISS Policy, his mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise his ability to commit sufficient time to his role at the Company. The main reasons for support are: * One of his external appointments is an investment trust which is considered to represent a less onerous time commitment. Future changes to his external board appointments will be kept under review.
St. James's Place Plc	STJ	United Kingdom	19/05/2022	Elect Director	Re-elect Rosemary Hilary as Director	For	For	Items 3-9 & 11 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 10 A vote FOR the re-election of Paul Manduca is warranted, although it is not without concern for shareholders: " In addition to his Non-executive Chair position at the Company, he is the Board Chair of two other publicly listed companies. On strict application of the ISS Policy, his mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise his ability to commit sufficient time to his role at the Company. The main reasons for support are: * One of his external appointments is an investment trust which is considered to represent a less onerous time commitment. Future changes to his external board appointments will be kept under review.
St. James's Place Plc	STJ	United Kingdom	19/05/2022	Elect Director	Re-elect Simon Jeffreys as Director	For	For	Items 3-9 & 11 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 10 A vote FOR the re-election of Paul Manduca is warranted, although it is not without concern for shareholders: " In addition to his Non-executive Chair position at the Company, he is the Board Chair of two other publicly listed companies. On strict application of the ISS Policy, his mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise his ability to commit sufficient time to his role at the Company. The main reasons for support are: * One of his external appointments is an investment trust which is considered to represent a less onerous time commitment. Future changes to his external board appointments will be kept under review.
St. James's Place Plc	STJ	United Kingdom	19/05/2022	Elect Director	Re-elect Roger Yates as Director	For	For	Items 3-9 & 11 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 10 A vote FOR the re-election of Paul Manduca is warranted, although it is not without concern for shareholders: " In addition to his Non-executive Chair position at the Company, he is the Board Chair of two other publicly listed companies. On strict application of the ISS Policy, his mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise his ability to commit sufficient time to his role at the Company. The main reasons for support are: * One of his external appointments is an investment trust which is considered to represent a less onerous time commitment. Future changes to his external board appointments will be kept under review.
St. James's Place Plc	STJ	United Kingdom	19/05/2022	Elect Director	Re-elect Lesley-Ann Nash as Director	For	For	Items 3-9 & 11 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 10 A vote FOR the re-election of Paul Manduca is warranted, although it is not without concern for shareholders: " In addition to his Non-executive Chair position at the Company, he is the Board Chair of two other publicly listed companies. On strict application of the ISS Policy, his mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise his ability to commit sufficient time to his role at the Company. The main reasons for support are: * One of his external appointments is an investment trust which is considered to represent a less onerous time commitment. Future changes to his external board appointments will be kept under review.
Santos Limited	STO	Australia	3/05/2022	Elect Director	Elect Peter Hearl as Director	For	For	A vote FOR all nominees is warranted. Three of the nominees, Eileen Doyle, Musje Werror and Michael Utisler, were previously Oil Search directors which merger with Santos in 2021.
Santos Limited	STO	Australia	3/05/2022	Elect Director	Elect Eileen Doyle as Director	For	For	A vote FOR all nominees is warranted. Three of the nominees, Eileen Doyle, Musje Werror and Michael Utisler, were previously Oil Search directors which merger with Santos in 2021.
Santos Limited	STO	Australia	3/05/2022	Elect Director	Elect Musje Werror as Director	For	For	A vote FOR all nominees is warranted. Three of the nominees, Eileen Doyle, Musje Werror and Michael Utisler, were previously Oil Search directors which merger with Santos in 2021.
Santos Limited	STO	Australia	3/05/2022	Elect Director	Elect Michael Utisler as Director	For	For	A vote FOR all nominees is warranted. Three of the nominees, Eileen Doyle, Musje Werror and Michael Utisler, were previously Oil Search directors which merger with Santos in 2021.
Santos Limited	STO	Australia	3/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST this resolution is warranted due to the following shareholder concerns: " The CEO was granted a one-off incentive of A\$6.0 million in April 2021 which is excessive relative to market and is payable in addition to the CEO's other annual incentives. The one-off award, subject to shareholder approval in Item 6 below has created a misalignment of the CEO's pay with market identified in the Sustainability Advisory Services Pay for Performance analysis with his FY21 pay reaching a multiple of 2.94 median, " The performance conditions associated with the one-off award include delivery of various strategic growth projects, carbon capture and storage and emission reductions which shareholders consider to be part of the CEO's core "day job" responsibilities. Furthermore, the CEO's remuneration may potentially be duplicated as the current STI award includes growth and emissions initiatives (approximately 30 percent) and any improvements in financial performance are likely to flow through to LTI award outcomes, " Significant increases have been foreshadowed for director remuneration for FY22, " Awarding of dividends on unvested shares (i.e. a dividend-equivalent payment for dividends paid during the performance period in respect of rights that ultimately vest) is inconsistent with good governance expectations of many shareholder.
Santos Limited	STO	Australia	3/05/2022	Management Climate-Related Proposal	Approve Advisory Vote on Climate Change	Against	Against	A vote AGAINST this resolution is warranted. The absence of clear shorter-term scope 1 and 2 and tangible Scope 3 targets may be regarded by shareholders as a material deficiency, especially given that the company is proposing new oil and gas development. The company discloses Scope 1 and 2 targets to be net zero by 2040. On the positive front, the company's 2022 Climate Change Report is comprehensive and meets the TCFD requirements. The report includes detailed Transition Action Plans, improved Scope 1 and 2 emissions reduction targets over the medium term that are inclusive of the newly acquired Oil Search.
Santos Limited	STO	Australia	3/05/2022	Approve Share Plan Grant	Approve Grant of Share Acquisition Rights to Kevin Gallagher	For	For	A vote FOR this resolution is warranted because this is the proposed 2022 LTI grant which is broadly similar to the FY21 LTI grant, the quantum is aligned with market median now that the company is in the ASX 1-25 and the plan structure is consistent with market practice and shareholders' interests. Several aspects of the grant are of concern, including: " dividends on unvested shares in the performance period on rights that ultimately vest, given that there is no present entitlement to dividends on such shares during a performance period, " there is no absolute TSR gateway measure that applies to the relative TSR measures that account for half the award, and " the FCFBP targets are not considered to be sufficiently rigorous given FCF performance over the last four years has been better than the proposed stretch target.
Santos Limited	STO	Australia	3/05/2022	Approve Share Plan Grant	Approve Issuance of Shares to Satisfy Growth Projects Incentive Rights to Kevin Gallagher	Against	Against	A vote AGAINST this resolution is warranted due to the following concerns: " The one-off incentive to the CEO of A\$6.0 million is considered to be excessive and in addition to the CEO's annual incentives available in the STI and LTI. " Given this grant, quantitative pay for performance analysis identifies a misalignment of the CEO's pay with market. " Vesting is disclosed to be based on delivery of strategic growth projects, carbon capture and storage and emissions reductions. Targets are not disclosed in sufficient detail on the basis of commercial sensitivity. " These performance measures appear to represent extra strategic objectives in addition to strategic objectives which represented a substantial portion of the FY21 STI. Shareholders may consider these to be part of the day job responsibilities for which the STI and LTIs are sufficient and consistent with market. Success of the strategic objectives would be best aligned with shareholders and measured in conventional financial and shareholder return measures. " Performance is assessed annually, allowing the CEO to "lock in" achievement early during the performance period and leading to concern for multiple testing and re-testing. Shareholders are being given a "false choice" if this resolution is not approved, in which case the company intends to satisfy vesting with shares purchases on market or cash-settled.

Santos Limited	STO	Australia	3/05/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Increase of Non-Executive Director Fee Pool	For	For	A vote FOR this resolution is warranted given the disclosure that the increase will accommodate the additional directors following the acquisition of Oil Search and allow for an increase in fees effective from 1 January 2022.
Santos Limited	STO	Australia	3/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted, as the request to amend the company's constitution is potentially broad with no regulatory framework to oversee shareholder proposals. The Board states that Santos regularly engages with its shareholders and wider stakeholder groups on the company's strategy, operations and activities, and performance and through this process, the company receives and takes into account feedback on its strategy, outlook and reporting to shareholders and other stakeholders.
Santos Limited	STO	Australia	3/05/2022	Report on Climate Change	Approve Capital Protection	For	For	A vote FOR this proposal is warranted given that shareholders are likely to benefit from a regular review and additional disclosure on how the company's capital expenditure and operations are managed in a manner consistent with the climate goals of the Paris Agreement.
Santos Limited	STO	Australia	3/05/2022	Report on Climate Change	Approve Climate-related Lobbying	For	For	A vote FOR this proposal is warranted. The company and its shareholders are likely to benefit from a review of how the company's and its trade associations' lobbying positions align with the Paris Agreement, especially in light of the increasing risks to the company related to climate change.
Santos Limited	STO	Australia	3/05/2022	Report on Climate Change	Approve Decommissioning	For	For	A vote FOR this proposal is warranted, as additional information would allow shareholders and investors to better understand how the company is managing decommissioning obligations and how the company is managing related risks.
State Street Corporation	STT	USA	18/05/2022	Elect Director	Elect Director Patrick de Saint-Aignan	For	For	A vote FOR the director nominees is warranted.
State Street Corporation	STT	USA	18/05/2022	Elect Director	Elect Director Marie A. Chandoha	For	For	A vote FOR the director nominees is warranted.
State Street Corporation	STT	USA	18/05/2022	Elect Director	Elect Director DonnaLee DeMaio	For	For	A vote FOR the director nominees is warranted.
State Street Corporation	STT	USA	18/05/2022	Elect Director	Elect Director Amelia C. Fawcett	For	For	A vote FOR the director nominees is warranted.
State Street Corporation	STT	USA	18/05/2022	Elect Director	Elect Director William C. Freda	For	For	A vote FOR the director nominees is warranted.
State Street Corporation	STT	USA	18/05/2022	Elect Director	Elect Director Sara Mathew	For	For	A vote FOR the director nominees is warranted.
State Street Corporation	STT	USA	18/05/2022	Elect Director	Elect Director William L. Masney	For	For	A vote FOR the director nominees is warranted.
State Street Corporation	STT	USA	18/05/2022	Elect Director	Elect Director Ronald P. O'Hanley	For	For	A vote FOR the director nominees is warranted.
State Street Corporation	STT	USA	18/05/2022	Elect Director	Elect Director Sean O'Sullivan	For	For	A vote FOR the director nominees is warranted.
State Street Corporation	STT	USA	18/05/2022	Elect Director	Elect Director Julia A. Portalatin	For	For	A vote FOR the director nominees is warranted.
State Street Corporation	STT	USA	18/05/2022	Elect Director	Elect Director John B. Rhea	For	For	A vote FOR the director nominees is warranted.
State Street Corporation	STT	USA	18/05/2022	Elect Director	Elect Director Richard P. Sergel	For	For	A vote FOR the director nominees is warranted.
State Street Corporation	STT	USA	18/05/2022	Elect Director	Elect Director Gregory L. Summe	For	For	A vote FOR the director nominees is warranted.
State Street Corporation	STT	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Annual incentive determinations are guided by a corporate performance assessment and individual performance modifier, but are ultimately determined discretionarily, which raises some concern. While this issue warrants continued monitoring, there are sufficient mitigating factors. Specifically, CEO pay and company performance are reasonably aligned for the year in review, and the increase in the CEO's incentive awards directionally aligns with generally improved company performance. Further, the CEO's incentives are delivered entirely in equity-based pay, and his long-term incentives are predominantly performance-conditioned with clearly disclosed multi-year goals. On balance of these factors, a vote FOR this proposal is warranted, with caution. A quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of pay program structure and outcomes.
State Street Corporation	STT	USA	18/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
State Street Corporation	STT	USA	18/05/2022	Miscellaneous Proposal -- Environmental & Social	Report on Asset Management Policies and Diversified Investors	For	For	A vote FOR this proposal is warranted, as reporting on the external costs created by not accounting for environmental and social policy effects would allow shareholders to better assess the impact of the company's practices and management of related risks.
Suncor Energy Inc.	SU	Canada	10/05/2022	Elect Director	Elect Director Patricia M. Bedient	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Suncor Energy Inc.	SU	Canada	10/05/2022	Elect Director	Elect Director Eira M. Thomas	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Suncor Energy Inc.	SU	Canada	10/05/2022	Elect Director	Elect Director Michael M. Wilson	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Suncor Energy Inc.	SU	Canada	10/05/2022	Elect Director	Elect Director John D. Gass	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Suncor Energy Inc.	SU	Canada	10/05/2022	Elect Director	Elect Director Russell K. Girling	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Suncor Energy Inc.	SU	Canada	10/05/2022	Elect Director	Elect Director Jean Paul (JP) Gladu	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Suncor Energy Inc.	SU	Canada	10/05/2022	Elect Director	Elect Director Dennis M. Houston	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Suncor Energy Inc.	SU	Canada	10/05/2022	Elect Director	Elect Director Mark S. Little	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Suncor Energy Inc.	SU	Canada	10/05/2022	Elect Director	Elect Director Brian P. MacDonald	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Suncor Energy Inc.	SU	Canada	10/05/2022	Elect Director	Elect Director Maureen McCaw	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Suncor Energy Inc.	SU	Canada	10/05/2022	Elect Director	Elect Director Lorraine Mitchellmore	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Suncor Energy Inc.	SU	Canada	10/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (0 percent) were reasonable relative to total fees paid to the auditor.
Suncor Energy Inc.	SU	Canada	10/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote on Executive Compensation Approach	For	For	Vote FOR this non-binding advisory vote. The quantitative pay-for-performance screen has identified a medium concern.
Super Retail Group Limited	SUL	Australia	20/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is warranted.* No material misalignment between pay, company performance and shareholder outcomes is identified.* During the year, the company withdrew the retention arrangement that was previously reported for the CEO Macpac and repaid the JobKeeper wage support received from the Australian government. The following concerns are noted: " STI deferral is only 30 percent and falls below market expectations of 50 percent." The FY21 LTI grant has a short performance period of two years and there is an absence of disclosure of any specific or quantified performance hurdles. This grant was intended to cover two periods (FY21 and FY22) and as such there is no LTI grant in FY22.* The chairman's fees are already well above market cap and industry peers, and the company has disclosed that the chairman's fee be increased in FY22 by a further 14.8 percent.
Super Retail Group Limited	SUL	Australia	20/10/2021	Elect Director	Elect Sally Pitkin as Director	For	For	A vote FOR the re-election of Sally Pitkin and Peter Everingham is warranted as there are no material issues regarding board and committee composition resulting from their re-election.
Super Retail Group Limited	SUL	Australia	20/10/2021	Elect Director	Elect Peter Everingham as Director	For	For	A vote FOR the re-election of Sally Pitkin and Peter Everingham is warranted as there are no material issues regarding board and committee composition resulting from their re-election.
Super Retail Group Limited	SUL	Australia	20/10/2021	Renew Partial Takeover Provision	Approve Proportional Takeover Provisions	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Suncorp Group Limited	SUN	Australia	23/09/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted.* No material misalignment between executive pay and performance has been identified.* The Company's remuneration structure is broadly in line with peers and shareholder interests.* The FY21 STI bonus is higher than the prior year, however, aligned with improved financial performance.* The continued lack of vesting for the LTI is aligned with poor shareholder returns over the longer term. The qualification is to highlight certain inconsistencies and concerns regarding the company's remuneration practices.* A high weighting allocated to non-financial measures allows executives to be rewarded in the STI for core day job responsibilities.* Non-disclosure of retrospective STI targets and prospective LTI ROE targets represents inferior disclosure and lacks transparency.* Payment of a dividend equivalent amount for vested LTI rights is inconsistent with better corporate governance practice given that executives have no present entitlement to the underlying shares or dividends during the performance.* The three-year LTI performance period is not aligned with peers and better governance practices where at least a four-year period is adopted.* Proposed remuneration increase for the CEO is well in excess of broader salary inflation and will have a flow on effect increasing his STI and LTI opportunity, and* Chairman and director remuneration is higher than market.
Suncorp Group Limited	SUN	Australia	23/09/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Steven Johnston	For	For	A qualified vote FOR this grant of performance rights to the CEO is warranted. The terms of the proposed equity grant are consistent with shareholder interest and the quantum of the grant is in line with market median.* There are three performance metrics.* The number of rights is determined using the prevailing share price.* There is a three-year performance period with an additional deferral period of one year, and* There are appropriate malus and clawback provisions.Persisting corporate governance concerns and inconsistencies with peers especially relates to the short performance period of 3 years (despite the extra one year deferral). Additionally, concerns exist for* Non-disclosure of the Cash ROTE target and stretch performance levels.* False choice offered to shareholders if the resolution is not approved.* Lack of a positive TSR gateway to ensure alignment of bonuses with a return to shareholders (not losing less than the majority of the peer group), and* Payment of dividends on unvested shares when there is no present entitlement until the relevant performance hurdles have been met.
Suncorp Group Limited	SUN	Australia	23/09/2021	Elect Director	Elect Duncan West as Director	For	For	A vote FOR all nominees is warranted as no material governance issues have been identified.
Suncorp Group Limited	SUN	Australia	23/09/2021	Elect Director	Elect Sylvia Falzon as Director	For	For	A vote FOR all nominees is warranted as no material governance issues have been identified.
Suncorp Group Limited	SUN	Australia	23/09/2021	Elect Director	Elect Christine McLoughlin as Director	For	For	A vote FOR all nominees is warranted as no material governance issues have been identified.
Suncorp Group Limited	SUN	Australia	23/09/2021	Elect Director	Elect Douglas McTaggart as Director	For	For	A vote FOR all nominees is warranted as no material governance issues have been identified.
Suncorp Group Limited	SUN	Australia	23/09/2021	Elect Director	Elect Lindsay Tanner as Director	For	For	A vote FOR all nominees is warranted as no material governance issues have been identified.
Severn Trent Plc	SVT	United Kingdom	8/07/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Severn Trent Plc	SVT	United Kingdom	8/07/2021	Elect Director	Re-elect Olivia Garfield as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Severn Trent Plc	SVT	United Kingdom	8/07/2021	Elect Director	Re-elect Christine Hodgson as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Severn Trent Plc	SVT	United Kingdom	8/07/2021	Elect Director	Re-elect Sharmila Nehrajani as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Severn Trent Plc	SVT	United Kingdom	8/07/2021	Elect Director	Re-elect Philip Remnant as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Severn Trent Plc	SVT	United Kingdom	8/07/2021	Elect Director	Re-elect Dame Angela Strank as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Severn Trent Plc	SVT	United Kingdom	8/07/2021	Ratify Auditors	Reappoint Deloitte LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Severn Trent Plc	SVT	United Kingdom	8/07/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted in the absence of any significant concerns.
Severn Trent Plc	SVT	United Kingdom	8/07/2021	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Severn Trent Plc	SVT	United Kingdom	8/07/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Severn Trent Plc	SVT	United Kingdom	8/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.

Severn Trent Plc	SVT	United Kingdom	8/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Severn Trent Plc	SVT	United Kingdom	8/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Severn Trent Plc	SVT	United Kingdom	8/07/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Severn Trent Plc	SVT	United Kingdom	8/07/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Severn Trent Plc	SVT	United Kingdom	8/07/2021	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR this resolution is considered warranted as no significant concerns have been identified.
Severn Trent Plc	SVT	United Kingdom	8/07/2021	Approve Restricted Stock Plan	Approve Long Term Incentive Plan 2021	For	For	A vote FOR this resolution is considered warranted as no material concerns have been identified.
Severn Trent Plc	SVT	United Kingdom	8/07/2021	Management Climate-Related Proposal	Approve the Company's Climate Change Action Plan	For	For	A vote FOR this resolution is considered warranted, as no significant concerns have been identified.
Severn Trent Plc	SVT	United Kingdom	8/07/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Severn Trent Plc	SVT	United Kingdom	8/07/2021	Elect Director	Re-elect Kevin Beeston as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Severn Trent Plc	SVT	United Kingdom	8/07/2021	Elect Director	Re-elect James Bowling as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Severn Trent Plc	SVT	United Kingdom	8/07/2021	Elect Director	Re-elect John Coghlan as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Seven Group Holdings Limited	SVW	Australia	17/11/2021	Elect Director	Elect David McEvoy as Director	For	For	A vote FOR independent directors David McEvoy (Item 2) and Richard Uechtritz (Item 3) is warranted as there are no material concerns regarding board and committee composition, nor any wider corporate governance concerns resulting from their elections.
Seven Group Holdings Limited	SVW	Australia	17/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR independent directors David McEvoy (Item 2) and Richard Uechtritz (Item 3) is warranted as there are no material concerns regarding board and committee composition, nor any wider corporate governance concerns resulting from their elections. A qualified vote FOR the remuneration report is warranted.* No material misalignment between pay, performance and shareholder outcomes is observed in qualitative pay for performance analysis.* STI bonuses were determined at 91 percent to the CEO and CFO and the FY19 LTI vested at near 60 percent, both adequately aligning with the company's results and financial position. However, the qualification is to highlight a material concern for poor corporate governance and inconsistency with market practice and shareholder expectations, is the absence of an LTI grant resolution for the CEO's LTI. Additionally,* There is poor and inferior disclosure in the STI, given an absence of transparency of specific and quantified STI thresholds and targets to allow shareholders to independently assess the rigor of the objectives against bonuses and their expectations.* The LTI is subject only to a single performance measure (relative TSR), and there is no positive TSR 'gateway' to ensure bonuses are not awarded when shareholder returns are negative.
Seven Group Holdings Limited	SVW	Australia	17/11/2021	Approve Share Plan Grant	Approve Grant of Share Rights to Ryan Stokes	For	For	A vote FOR this resolution is warranted given this represents the deferral of 50 percent of the CEO's FY21 STI bonus. This is consistent with good market practice and longer term shareholder interests.
Seven Group Holdings Limited	SVW	Australia	17/11/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Shares to Sophisticated and Professional Investors	For	For	A vote FOR the ratification of the past issuance of securities is warranted. The proceeds of the capital raising were used to repay debt and improve the company's financial position. The dilutive impact of 6.5 percent and discount of 4 percent are not considered to be problematic.
Swedbank AB	SWED.A	Sweden	30/03/2022	Open Meeting	Open Meeting	For	For	These are routine meeting formalities.
Swedbank AB	SWED.A	Sweden	30/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Josefín Lindstrand	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Swedbank AB	SWED.A	Sweden	30/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Bo Bengtson	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Swedbank AB	SWED.A	Sweden	30/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Goran Bengtson	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Swedbank AB	SWED.A	Sweden	30/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Hans Eckerstrom	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Swedbank AB	SWED.A	Sweden	30/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Kerstin Hermansson	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Swedbank AB	SWED.A	Sweden	30/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Bengt Erik Lindgren	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Swedbank AB	SWED.A	Sweden	30/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Bo Magnusson	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Swedbank AB	SWED.A	Sweden	30/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Anna Mossberg	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Swedbank AB	SWED.A	Sweden	30/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Biljana Pehrsson	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Swedbank AB	SWED.A	Sweden	30/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Goran Persson	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Swedbank AB	SWED.A	Sweden	30/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Annika Creutzer	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Swedbank AB	SWED.A	Sweden	30/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Per Olof Nyman	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Swedbank AB	SWED.A	Sweden	30/03/2022	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Jens Henriksson	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Swedbank AB	SWED.A	Sweden	30/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Roger Ljung	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Swedbank AB	SWED.A	Sweden	30/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Ake Skoglund	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Swedbank AB	SWED.A	Sweden	30/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Henrik Joelsson	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Swedbank AB	SWED.A	Sweden	30/03/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Camilla Linder	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Swedbank AB	SWED.A	Sweden	30/03/2022	Fix Number of Directors and/or Auditors	Determine Number of Members (12) and Deputy Members of Board (0)	For	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.
Swedbank AB	SWED.A	Sweden	30/03/2022	Approve Remuneration of Directors and Auditors	Approve Remuneration of Directors in the Amount of SEK 2.9 Million for Chairman, SEK 1 Million for Vice Chairman and SEK 686,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	For	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.
Swedbank AB	SWED.A	Sweden	30/03/2022	Elect Director	Elect Helena Liljedahl as New Director	For	For	A vote FOR candidates Persson, Bengtsson, Bengtsson, Creutzer, Hermansson, Lindgren, Mossberg, Nyman, Pehrsson, Liljedahl and Riese is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Eckerstrom is warranted because he is overboarded.
Swedbank AB	SWED.A	Sweden	30/03/2022	Elect Director	Elect Björn Riese as New Director	For	For	A vote FOR candidates Persson, Bengtsson, Bengtsson, Creutzer, Hermansson, Lindgren, Mossberg, Nyman, Pehrsson, Liljedahl and Riese is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Eckerstrom is warranted because he is overboarded.
Swedbank AB	SWED.A	Sweden	30/03/2022	Elect Director	Reelect Bo Bengtsson as Director	For	For	A vote FOR candidates Persson, Bengtsson, Bengtsson, Creutzer, Hermansson, Lindgren, Mossberg, Nyman, Pehrsson, Liljedahl and Riese is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Eckerstrom is warranted because he is overboarded.
Swedbank AB	SWED.A	Sweden	30/03/2022	Elect Director	Reelect Goran Bengtsson as Director	For	For	A vote FOR candidates Persson, Bengtsson, Bengtsson, Creutzer, Hermansson, Lindgren, Mossberg, Nyman, Pehrsson, Liljedahl and Riese is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Eckerstrom is warranted because he is overboarded.
Swedbank AB	SWED.A	Sweden	30/03/2022	Elect Director	Reelect Annika Creutzer as Director	For	For	A vote FOR candidates Persson, Bengtsson, Bengtsson, Creutzer, Hermansson, Lindgren, Mossberg, Nyman, Pehrsson, Liljedahl and Riese is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Eckerstrom is warranted because he is overboarded.
Swedbank AB	SWED.A	Sweden	30/03/2022	Elect Director	Reelect Hans Eckerstrom as Director	Against	Against	A vote FOR candidates Persson, Bengtsson, Bengtsson, Creutzer, Hermansson, Lindgren, Mossberg, Nyman, Pehrsson, Liljedahl and Riese is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Eckerstrom is warranted because he is overboarded.

Swedbank AB	SWED.A	Sweden	30/03/2022	Elect Director	Reelect Kerstin Hermansson as Director	For	For	A vote FOR candidates Person, Bengtsson, Bengtsson, Creutzer, Hermansson, Lindgren, Mossberg, Nyman, Pehrsson, Liljedahl and Riese is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote AGAINST candidate Eckerstrom is warranted because he is overboarded.
Swedbank AB	SWED.A	Sweden	30/03/2022	Elect Director	Reelect Bengt Erik Lindgren as Director	For	For	A vote FOR candidates Person, Bengtsson, Bengtsson, Creutzer, Hermansson, Lindgren, Mossberg, Nyman, Pehrsson, Liljedahl and Riese is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote AGAINST candidate Eckerstrom is warranted because he is overboarded.
Swedbank AB	SWED.A	Sweden	30/03/2022	Elect Director	Reelect Anna Mossberg as Director	For	For	A vote FOR candidates Person, Bengtsson, Bengtsson, Creutzer, Hermansson, Lindgren, Mossberg, Nyman, Pehrsson, Liljedahl and Riese is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote AGAINST candidate Eckerstrom is warranted because he is overboarded.
Swedbank AB	SWED.A	Sweden	30/03/2022	Elect Director	Reelect Per Olaf Nyman as Director	For	For	A vote FOR candidates Person, Bengtsson, Bengtsson, Creutzer, Hermansson, Lindgren, Mossberg, Nyman, Pehrsson, Liljedahl and Riese is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote AGAINST candidate Eckerstrom is warranted because he is overboarded.
Swedbank AB	SWED.A	Sweden	30/03/2022	Elect Director	Reelect Biljana Pehrsson as Director	For	For	A vote FOR candidates Person, Bengtsson, Bengtsson, Creutzer, Hermansson, Lindgren, Mossberg, Nyman, Pehrsson, Liljedahl and Riese is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote AGAINST candidate Eckerstrom is warranted because he is overboarded.
Swedbank AB	SWED.A	Sweden	30/03/2022	Elect Director	Reelect Goran Persson as Director	For	For	A vote FOR candidates Person, Bengtsson, Bengtsson, Creutzer, Hermansson, Lindgren, Mossberg, Nyman, Pehrsson, Liljedahl and Riese is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote AGAINST candidate Eckerstrom is warranted because he is overboarded.
Swedbank AB	SWED.A	Sweden	30/03/2022	Elect Board Chairman/Vice-Chairman	Elect Goran Persson as Board Chairman	For	For	A vote FOR this item is warranted because there are no concerns with the election of Goran Persson as board chairman.
Swedbank AB	SWED.A	Sweden	30/03/2022	Elect Member of Nominating Committee	Approve Nomination Committee Procedures	For	For	A vote FOR the approval of the procedure for the appointment of a nominating committee is warranted due to a lack of concern regarding the composition of the nominating committee.
Swedbank AB	SWED.A	Sweden	30/03/2022	Approve Remuneration Policy	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For	A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene good European executive remuneration practice. Concerns are, however, noted with the introduction of a discretionary bonus capped at 100 percent of base salary for executives who are not part of any variable pay scheme.
Swedbank AB	SWED.A	Sweden	30/03/2022	Authorize Share Repurchase Program	Authorize Repurchase Authorization for Trading in Own Shares	For	For	A vote FOR these proposals to repurchase company shares is warranted, despite the lack of a disclosed volume limit, because: " There are acceptable limits on holding and duration; and" There is no evidence of past abuse of repurchase authorities.
Swedbank AB	SWED.A	Sweden	30/03/2022	Authorize Share Repurchase Program	Authorize General Share Repurchase Program	For	For	A vote FOR these proposals to repurchase company shares is warranted, despite the lack of a disclosed volume limit, because: " There are acceptable limits on holding and duration; and" There is no evidence of past abuse of repurchase authorities.
Swedbank AB	SWED.A	Sweden	30/03/2022	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	Approve Issuance of Convertibles without Preemptive Rights	For	For	A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.
Swedbank AB	SWED.A	Sweden	30/03/2022	Elect Chairman of Meeting	Elect Chairman of Meeting	For	For	These are routine meeting formalities.
Swedbank AB	SWED.A	Sweden	30/03/2022	Approve/Amend Deferred Share Bonus Plan	Approve Common Deferred Share Bonus Plan (Eken 2022)	For	For	A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.
Swedbank AB	SWED.A	Sweden	30/03/2022	Approve/Amend Deferred Share Bonus Plan	Approve Deferred Share Bonus Plan for Key Employees (IF 2022)	For	For	A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.
Swedbank AB	SWED.A	Sweden	30/03/2022	Approve Equity Plan Financing	Approve Equity Plan Financing	For	For	A vote FOR is warranted as the proposed decision would fund equity remuneration plans that do not raise concerns.
Swedbank AB	SWED.A	Sweden	30/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice.
Swedbank AB	SWED.A	Sweden	30/03/2022	Company-Specific -- Miscellaneous	Change Bank Software	Against	Against	A vote AGAINST this item is warranted as the proposal seeks to micromanage the company.
Swedbank AB	SWED.A	Sweden	30/03/2022	Company-Specific -- Miscellaneous	Establish an Integration Institute with Operations in the Oresund Region	Against	Against	A vote AGAINST this item is warranted as the proponent has failed to disclose a rationale behind the proposal
Swedbank AB	SWED.A	Sweden	30/03/2022	Close Meeting	Close Meeting	For	For	This is a non-voting formality.
Swedbank AB	SWED.A	Sweden	30/03/2022	Prepare and Approve List of Shareholders	Prepare and Approve List of Shareholders	For	For	These are routine meeting formalities.
Swedbank AB	SWED.A	Sweden	30/03/2022	Approve Minutes of Previous Meeting	Approve Agenda of Meeting	For	For	These are routine meeting formalities.
Swedbank AB	SWED.A	Sweden	30/03/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or Vote Tabulation	Designate Ulrika Danielsson as Inspector of Minutes of Meeting	For	For	These are routine meeting formalities.
Swedbank AB	SWED.A	Sweden	30/03/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or Vote Tabulation	Designate Emilie Westholm as Inspector of Minutes of Meeting	For	For	These are routine meeting formalities.
Swedbank AB	SWED.A	Sweden	30/03/2022	Acknowledge Proper Convening of Meeting	Acknowledge Proper Convening of Meeting	For	For	These are routine meeting formalities.
Swedbank AB	SWED.A	Sweden	30/03/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports	For	For	These are routine, non-voting items.
Swedbank AB	SWED.A	Sweden	30/03/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Auditor's Report	For	For	These are routine, non-voting items.
Swedbank AB	SWED.A	Sweden	30/03/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Swedbank AB	SWED.A	Sweden	30/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of SEK 11.25 Per Share	For	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Stanley Black & Decker, Inc.	SWK	USA	22/04/2022	Elect Director	Elect Director Andrea J. Ayers	For	For	A vote FOR the director nominee is warranted.
Stanley Black & Decker, Inc.	SWK	USA	22/04/2022	Elect Director	Elect Director Patrick D. Campbell	For	For	A vote FOR the director nominee is warranted.
Stanley Black & Decker, Inc.	SWK	USA	22/04/2022	Elect Director	Elect Director Carlos M. Cardoso	For	For	A vote FOR the director nominee is warranted.
Stanley Black & Decker, Inc.	SWK	USA	22/04/2022	Elect Director	Elect Director Robert B. Coutts	For	For	A vote FOR the director nominee is warranted.
Stanley Black & Decker, Inc.	SWK	USA	22/04/2022	Elect Director	Elect Director Debra A. Crew	For	For	A vote FOR the director nominee is warranted.
Stanley Black & Decker, Inc.	SWK	USA	22/04/2022	Elect Director	Elect Director Michael D. Hankin	For	For	A vote FOR the director nominee is warranted.
Stanley Black & Decker, Inc.	SWK	USA	22/04/2022	Elect Director	Elect Director James M. Loree	For	For	A vote FOR the director nominee is warranted.
Stanley Black & Decker, Inc.	SWK	USA	22/04/2022	Elect Director	Elect Director Adrian V. Mitchell	For	For	A vote FOR the director nominee is warranted.
Stanley Black & Decker, Inc.	SWK	USA	22/04/2022	Elect Director	Elect Director Jane M. Palmieri	For	For	A vote FOR the director nominee is warranted.
Stanley Black & Decker, Inc.	SWK	USA	22/04/2022	Elect Director	Elect Director Mojdeh Poul	For	For	A vote FOR the director nominee is warranted.
Stanley Black & Decker, Inc.	SWK	USA	22/04/2022	Elect Director	Elect Director Irving Tan	For	For	A vote FOR the director nominee is warranted.
Stanley Black & Decker, Inc.	SWK	USA	22/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Annual incentives are largely based on pre-set financial measures. In addition, the majority of equity awards are performance based, with an increase in the percentage of performance shares from the prior year. However, concerns remain regarding the continued use of an annual performance measurement period for portions of the award, as well as utilization of annual EPS metrics under both LTI and STI programs.
Stanley Black & Decker, Inc.	SWK	USA	22/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Stanley Black & Decker, Inc.	SWK	USA	22/04/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Stanley Black & Decker, Inc.	SWK	USA	22/04/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold would make the special meeting right more easily exercisable by institutional investors, while still providing protection against abuse.
Skyworks Solutions, Inc.	SWKS	USA	11/05/2022	Elect Director	Elect Director Alan S. Batey	For	For	A vote FOR the director nominee is warranted.
Skyworks Solutions, Inc.	SWKS	USA	11/05/2022	Elect Director	Elect Director Kevin L. Beebe	For	For	A vote FOR the director nominee is warranted.
Skyworks Solutions, Inc.	SWKS	USA	11/05/2022	Elect Director	Elect Director Lam K. Griffin	For	For	A vote FOR the director nominee is warranted.
Skyworks Solutions, Inc.	SWKS	USA	11/05/2022	Elect Director	Elect Director Eric J. Guerin	For	For	A vote FOR the director nominee is warranted.
Skyworks Solutions, Inc.	SWKS	USA	11/05/2022	Elect Director	Elect Director Christine King	For	For	A vote FOR the director nominee is warranted.
Skyworks Solutions, Inc.	SWKS	USA	11/05/2022	Elect Director	Elect Director Suzanne E. McBride	For	For	A vote FOR the director nominee is warranted.
Skyworks Solutions, Inc.	SWKS	USA	11/05/2022	Elect Director	Elect Director David P. McGlade	For	For	A vote FOR the director nominee is warranted.
Skyworks Solutions, Inc.	SWKS	USA	11/05/2022	Elect Director	Elect Director Robert A. Schriesheim	For	For	A vote FOR the director nominee is warranted.
Skyworks Solutions, Inc.	SWKS	USA	11/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Skyworks Solutions, Inc.	SWKS	USA	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR the proposal is warranted. Following a failed say-on-pay vote result, the compensation committee disclosed engagement efforts with shareholders as well as the feedback received in these engagements. The proxy also notes meaningful commitments and pay program changes that were made in response to these shareholder concerns. Additionally, pay and performance are sufficiently aligned for the year in review. Annual and long-term incentives are primarily performance-based, with half of the performance shares utilizing a multi-year performance period. While the annual incentives continue to rely on semi-annual periods, the committee indicates its intention to return to an annual period once market conditions stabilize. However, the relative TSR equity awards continue to lack a payout cap for negative absolute TSR results.
Skyworks Solutions, Inc.	SWKS	USA	11/05/2022	Reduce Supermajority Vote Requirement	Eliminate Supermajority Vote Requirement to Approve Mergers, Consolidations or Dispositions of Substantial Assets	For	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement for shareholders to approve mergers, consolidations or dispositions of substantial assets, as well as to amend related provisions, would enhance shareholder rights.
Skyworks Solutions, Inc.	SWKS	USA	11/05/2022	Reduce Supermajority Vote Requirement	Eliminate Supermajority Vote Requirement to Approve Certain Business Combinations	For	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement for shareholders to approve business combinations with related persons or affiliate entities, as well as to amend related provisions, would enhance shareholder rights.
Skyworks Solutions, Inc.	SWKS	USA	11/05/2022	Reduce Supermajority Vote Requirement	Eliminate Supermajority Vote Requirement to Amend Charter Provisions Governing Directors	For	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement for shareholders to amend charter provisions governing directors would enhance shareholder rights.
Skyworks Solutions, Inc.	SWKS	USA	11/05/2022	Reduce Supermajority Vote Requirement	Eliminate Supermajority Vote Requirement to Amend Charter Provision Governing Action by Stockholders	For	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement for shareholders to amend the charter provision that prohibits shareholder action by written consent would enhance shareholder rights.
Skyworks Solutions, Inc.	SWKS	USA	11/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right.
Seven West Media Limited	SWM	Australia	9/11/2021	Elect Director	Elect David Evans as Director	For	For	A vote FOR these nominees is warranted.
Seven West Media Limited	SWM	Australia	9/11/2021	Elect Director	Elect Michael Malone as Director	For	For	A vote FOR these nominees is warranted.

Seven West Media Limited	SWM	Australia	9/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the adoption of the remuneration report is warranted.
Seven West Media Limited	SWM	Australia	9/11/2021	Approve Share Plan Grant	Approve Issuance of Shares to James Warburton under the FY21 Short Term Incentive Plan	For	For	A vote FOR this resolution is warranted.
Seven West Media Limited	SWM	Australia	9/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to James Warburton under the FY22 Short Term Incentive Plan	For	For	A vote FOR this resolution is warranted.
Seven West Media Limited	SWM	Australia	9/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to James Warburton under the FY22 Long Term Incentive Plan	For	For	A qualified vote FOR this resolution is warranted. The material terms of the LTI grant are in line with Australian investor expectations. LTI performance rights will be tested over a three-year performance period based on absolute TSR hurdle with no resting provisions. Shareholders, however, may be concerned that the award does not contain any objective market based relative performance measures, such as relative TSR, which can be directly linked to shareholder outcomes.
Southern Cross Media Group Limited	SXL	Australia	13/10/2021	Elect Director	Elect Glen Boreham as Director	For	For	A vote FOR all director nominees is warranted. No material issues have been identified regarding the nominees in respect of board and committee composition, nor any wider corporate governance concerns.
Southern Cross Media Group Limited	SXL	Australia	13/10/2021	Elect Director	Elect Melanie Willis as Director	For	For	A vote FOR all director nominees is warranted. No material issues have been identified regarding the nominees in respect of board and committee composition, nor any wider corporate governance concerns.
Southern Cross Media Group Limited	SXL	Australia	13/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted. There is no material misalignment between pay and performance and shareholder outcomes for the period under review. FY21 STIs are not excessive following the board's decision to reduce bonuses. There was no LTI vesting occurred during FY21. The FY21 LTI is subject to a TSR hurdle over a three-year performance period. Concerns are raised regarding the following issues: "The LTI allows vesting to start at above 0 percent TSR, as the only performance metric." Fixed remuneration of the CEO is significant, but comparable with industry peers.
Southern Cross Media Group Limited	SXL	Australia	13/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Grant Blackley	For	For	A vote FOR this resolution is warranted. The terms of the grant are sufficiently aligned with shareholders' interests and expectations. Specifically, the performance rights, representing a portion of the award under the combined incentive plan, will only be granted to the extent the applicable performance conditions are met for FY22. From there, one-half of the performance rights (essentially the deferred portion of a traditional STI award) are subject to continued employment until the end of FY24. The remaining one-half of the performance rights are subject to EPS targets over three years (although disclosure of this target may raise questions from investors over sufficient rigor in the hurdle).
Sydney Airport	SYD	Australia	3/02/2022	Approve Scheme of Arrangement	Approve Scheme of Arrangement in Relation to the Acquisition by Sydney Aviation Alliance Pty Ltd of All of the Sydney Airport Securities	For	For	A vote FOR this transaction is warranted given: "The cash consideration is at an attractive premium of 50.6 percent to the unaffected price." The all-cash consideration for securityholders other than UniSuper represents certainty of value." The offer price is well above the company's recent trading prices." The offer is at the top of the valuation range estimated by the Independent Expert." The market reaction post-announcement indicates broad acceptance of the transaction." There have been no superior offers emerging.
Sydney Airport	SYD	Australia	3/02/2022	Approve Scheme of Arrangement	Approve Trust Constitution Amendment	For	For	A vote FOR this transaction is warranted given: "The cash consideration is at an attractive premium of 50.6 percent to the unaffected price." The all-cash consideration for securityholders other than UniSuper represents certainty of value." The offer price is well above the company's recent trading prices." The offer is at the top of the valuation range estimated by the Independent Expert." The market reaction post-announcement indicates broad acceptance of the transaction." There have been no superior offers emerging.
Sydney Airport	SYD	Australia	3/02/2022	Approve Scheme of Arrangement	Approve Acquisition by Sydney Aviation Alliance Pty Ltd of All SAT1 Units from Sydney Airport Securityholders	For	For	A vote FOR this transaction is warranted given: "The cash consideration is at an attractive premium of 50.6 percent to the unaffected price." The all-cash consideration for securityholders other than UniSuper represents certainty of value." The offer price is well above the company's recent trading prices." The offer is at the top of the valuation range estimated by the Independent Expert." The market reaction post-announcement indicates broad acceptance of the transaction." There have been no superior offers emerging.
Sydney Airport	SYD	Australia	3/02/2022	Approve Scheme of Arrangement	Approve Scheme of Arrangement in Relation to the Acquisition by Sydney Aviation Alliance Pty Ltd of All of the Sydney Airport Securities	For	For	A vote FOR this transaction is warranted given that UniSuper entered into a Voting Deed with SAL under which UniSuper has agreed not to dispose of the UniSuper Specified Securities, and to vote those securities in favour of the Schemes. No material corporate governance concerns are noted given that UniSuper is disclosed to have been involved in negotiations, and the transaction consideration is at an attractive premium while UniSuper benefits through retaining its 15.01 percent interest in SYD under the new structure.
Sydney Airport	SYD	Australia	3/02/2022	Approve Scheme of Arrangement	Approve Trust Constitution Amendment	For	For	A vote FOR this transaction is warranted given that UniSuper entered into a Voting Deed with SAL under which UniSuper has agreed not to dispose of the UniSuper Specified Securities, and to vote those securities in favour of the Schemes. No material corporate governance concerns are noted given that UniSuper is disclosed to have been involved in negotiations, and the transaction consideration is at an attractive premium while UniSuper benefits through retaining its 15.01 percent interest in SYD under the new structure.
Sydney Airport	SYD	Australia	3/02/2022	Approve Scheme of Arrangement	Approve Acquisition by Sydney Aviation Alliance Pty Ltd of All SAT1 Units from Sydney Airport Securityholders	For	For	A vote FOR this transaction is warranted given that UniSuper entered into a Voting Deed with SAL under which UniSuper has agreed not to dispose of the UniSuper Specified Securities, and to vote those securities in favour of the Schemes. No material corporate governance concerns are noted given that UniSuper is disclosed to have been involved in negotiations, and the transaction consideration is at an attractive premium while UniSuper benefits through retaining its 15.01 percent interest in SYD under the new structure.
Synchrony Financial	SYF	USA	19/05/2022	Elect Director	Elect Director Margaret M. Keane	For	For	A vote FOR the director nominees is warranted.
Synchrony Financial	SYF	USA	19/05/2022	Elect Director	Elect Director Fernando Aguirre	For	For	A vote FOR the director nominees is warranted.
Synchrony Financial	SYF	USA	19/05/2022	Elect Director	Elect Director Paget L. Alves	For	For	A vote FOR the director nominees is warranted.
Synchrony Financial	SYF	USA	19/05/2022	Elect Director	Elect Director Kamila Chytil	For	For	A vote FOR the director nominees is warranted.
Synchrony Financial	SYF	USA	19/05/2022	Elect Director	Elect Director Arthur W. Coviello, Jr.	For	For	A vote FOR the director nominees is warranted.
Synchrony Financial	SYF	USA	19/05/2022	Elect Director	Elect Director Brian D. Doubles	For	For	A vote FOR the director nominees is warranted.
Synchrony Financial	SYF	USA	19/05/2022	Elect Director	Elect Director William W. Graylin	For	For	A vote FOR the director nominees is warranted.
Synchrony Financial	SYF	USA	19/05/2022	Elect Director	Elect Director Roy A. Guthrie	For	For	A vote FOR the director nominees is warranted.
Synchrony Financial	SYF	USA	19/05/2022	Elect Director	Elect Director Jeffrey G. Naylor	For	For	A vote FOR the director nominees is warranted.
Synchrony Financial	SYF	USA	19/05/2022	Elect Director	Elect Director P.W. 'Blit' Parker	For	For	A vote FOR the director nominees is warranted.
Synchrony Financial	SYF	USA	19/05/2022	Elect Director	Elect Director Laurel J. Ritchie	For	For	A vote FOR the director nominees is warranted.
Synchrony Financial	SYF	USA	19/05/2022	Elect Director	Elect Director Ellen M. Zane	For	For	A vote FOR the director nominees is warranted.
Synchrony Financial	SYF	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review. Annual incentives were primarily based on objective financial metrics and a majority of equity awards were performance-based, with a multi-year measurement period.
Synchrony Financial	SYF	USA	19/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Stryker Corporation	SYK	USA	4/05/2022	Elect Director	Elect Director Mary K. Brainerd	For	For	A vote FOR the director nominees is warranted.
Stryker Corporation	SYK	USA	4/05/2022	Elect Director	Elect Director Giovanni Caforio	For	For	A vote FOR the director nominees is warranted.
Stryker Corporation	SYK	USA	4/05/2022	Elect Director	Elect Director Srikant M. Datar	For	For	A vote FOR the director nominees is warranted.
Stryker Corporation	SYK	USA	4/05/2022	Elect Director	Elect Director Allan C. Golston	For	For	A vote FOR the director nominees is warranted.
Stryker Corporation	SYK	USA	4/05/2022	Elect Director	Elect Director Kevin A. Lobo	For	For	A vote FOR the director nominees is warranted.
Stryker Corporation	SYK	USA	4/05/2022	Elect Director	Elect Director Sherilyn S. McCoy	For	For	A vote FOR the director nominees is warranted.
Stryker Corporation	SYK	USA	4/05/2022	Elect Director	Elect Director Andrew K. Silvernail	For	For	A vote FOR the director nominees is warranted.
Stryker Corporation	SYK	USA	4/05/2022	Elect Director	Elect Director Lisa M. Skeete Tatum	For	For	A vote FOR the director nominees is warranted.
Stryker Corporation	SYK	USA	4/05/2022	Elect Director	Elect Director Ronda E. Stryker	For	For	A vote FOR the director nominees is warranted.
Stryker Corporation	SYK	USA	4/05/2022	Elect Director	Elect Director Rajeev Suri	For	For	A vote FOR the director nominees is warranted.
Stryker Corporation	SYK	USA	4/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Stryker Corporation	SYK	USA	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Annual incentives are largely based on pre-set financial metrics and half of equity awards were subject to multi-year performance goals.
Stryker Corporation	SYK	USA	4/05/2022	Amend Proxy Access Right	Amend Proxy Access Right	For	For	A vote FOR this proposal is warranted as the proposed elimination of the 20-shareholder aggregation limit would improve the company's existing proxy access right for shareholders.
Sezzle Inc.	SZL	USA	1/06/2022	Advisory Vote on Say on Pay Frequency	Advisory Vote on Say on Pay Frequency	One Year	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered to be best practice as they give stockholders a regular opportunity to opine on executive pay.
Sezzle Inc.	SZL	USA	1/06/2022	Elect Director	Elect Charlie Youakim as Director	For	For	A qualified vote FOR the election of Charlie Youakim is warranted because he is the co-founder and largest shareholder of the company and integral to the company's operations. The recommendation is qualified to highlight concerns that he holds the combined role of chairman and CEO which is materially inconsistent with the good governance guidelines in the Australian market. Votes FOR the remaining nominees are warranted.
Sezzle Inc.	SZL	USA	1/06/2022	Elect Director	Elect Paul Victor Paradis as Director	For	For	A qualified vote FOR the election of Charlie Youakim is warranted because he is the co-founder and largest shareholder of the company and integral to the company's operations. The recommendation is qualified to highlight concerns that he holds the combined role of chairman and CEO which is materially inconsistent with the good governance guidelines in the Australian market. Votes FOR the remaining nominees are warranted.
Sezzle Inc.	SZL	USA	1/06/2022	Elect Director	Elect Kathleen Pierce-Gilmore as Director	For	For	A qualified vote FOR the election of Charlie Youakim is warranted because he is the co-founder and largest shareholder of the company and integral to the company's operations. The recommendation is qualified to highlight concerns that he holds the combined role of chairman and CEO which is materially inconsistent with the good governance guidelines in the Australian market. Votes FOR the remaining nominees are warranted.
Sezzle Inc.	SZL	USA	1/06/2022	Elect Director	Elect Paul Purcell as Director	For	For	A qualified vote FOR the election of Charlie Youakim is warranted because he is the co-founder and largest shareholder of the company and integral to the company's operations. The recommendation is qualified to highlight concerns that he holds the combined role of chairman and CEO which is materially inconsistent with the good governance guidelines in the Australian market. Votes FOR the remaining nominees are warranted.
Sezzle Inc.	SZL	USA	1/06/2022	Elect Director	Elect Paul Alan Lahiff as Director	For	For	A qualified vote FOR the election of Charlie Youakim is warranted because he is the co-founder and largest shareholder of the company and integral to the company's operations. The recommendation is qualified to highlight concerns that he holds the combined role of chairman and CEO which is materially inconsistent with the good governance guidelines in the Australian market. Votes FOR the remaining nominees are warranted.

Sezzle Inc.	SZL	USA	1/06/2022	Elect Director	Elect Michael Cutter as Director	For	For	A qualified vote FOR the election of Charlie Youakim is warranted because he is the co-founder and largest shareholder of the company and integral to the company's operations. The recommendation is qualified to highlight concerns that he holds the combined role of chairman and CEO which is materially inconsistent with the good governance guidelines in the Australian market. Votes FOR the remaining nominees are warranted.
Sezzle Inc.	SZL	USA	1/06/2022	Ratify Auditors	Ratify Baker Tilly US, LLP as Auditors	For	For	A vote FOR this proposal is warranted because this is a routine item and no significant concerns have been identified.
Sezzle Inc.	SZL	USA	1/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Advisory Vote on Executive Compensation	For	For	A qualified vote FOR this resolution is warranted: * Fixed remuneration is not excessive relative to the median of index peers; * No STI bonuses were paid during the year; * No portion of the LTI vested during the year; and * Director fees are unchanged from the prior year and also not excessive relative to the median of index peers. The recommendation is qualified to highlight the following concerns: * Lack of disclosure of STI performance measures and the specific and quantified targets. * In terms of the LTI awards issued during FY21, the performance and vesting periods are short and inconsistent with the long-term focus of investors expected in the Australian market.
AT&T Inc.	T	USA	19/05/2022	Elect Director	Elect Director Samuel A. Di Piazza, Jr. "Withdrawn Resolution"			The nomination of directors Di Piazza, Lee and Yang has been withdrawn, and accordingly no votes on the election of these individuals will be counted. A vote FOR the remaining directors is warranted.
AT&T Inc.	T	USA	19/05/2022	Elect Director	Elect Director John T. Stankey	For	For	The nomination of directors Di Piazza, Lee and Yang has been withdrawn, and accordingly no votes on the election of these individuals will be counted. A vote FOR the remaining directors is warranted.
AT&T Inc.	T	USA	19/05/2022	Elect Director	Elect Director Cynthia B. Taylor	For	For	The nomination of directors Di Piazza, Lee and Yang has been withdrawn, and accordingly no votes on the election of these individuals will be counted. A vote FOR the remaining directors is warranted.
AT&T Inc.	T	USA	19/05/2022	Elect Director	Elect Director Luis A. Ubinas	For	For	The nomination of directors Di Piazza, Lee and Yang has been withdrawn, and accordingly no votes on the election of these individuals will be counted. A vote FOR the remaining directors is warranted.
AT&T Inc.	T	USA	19/05/2022	Elect Director	Elect Director Geoffrey Y. Yang "Withdrawn Resolution"			The nomination of directors Di Piazza, Lee and Yang has been withdrawn, and accordingly no votes on the election of these individuals will be counted. A vote FOR the remaining directors is warranted.
AT&T Inc.	T	USA	19/05/2022	Elect Director	Elect Director Scott T. Ford	For	For	The nomination of directors Di Piazza, Lee and Yang has been withdrawn, and accordingly no votes on the election of these individuals will be counted. A vote FOR the remaining directors is warranted.
AT&T Inc.	T	USA	19/05/2022	Elect Director	Elect Director Glenn H. Hutchins	For	For	The nomination of directors Di Piazza, Lee and Yang has been withdrawn, and accordingly no votes on the election of these individuals will be counted. A vote FOR the remaining directors is warranted.
AT&T Inc.	T	USA	19/05/2022	Elect Director	Elect Director William E. Kennard	For	For	The nomination of directors Di Piazza, Lee and Yang has been withdrawn, and accordingly no votes on the election of these individuals will be counted. A vote FOR the remaining directors is warranted.
AT&T Inc.	T	USA	19/05/2022	Elect Director	Elect Director Debra L. Lee "Withdrawn Resolution"			The nomination of directors Di Piazza, Lee and Yang has been withdrawn, and accordingly no votes on the election of these individuals will be counted. A vote FOR the remaining directors is warranted.
AT&T Inc.	T	USA	19/05/2022	Elect Director	Elect Director Stephen J. Luzzo	For	For	The nomination of directors Di Piazza, Lee and Yang has been withdrawn, and accordingly no votes on the election of these individuals will be counted. A vote FOR the remaining directors is warranted.
AT&T Inc.	T	USA	19/05/2022	Elect Director	Elect Director Michael B. McCallister	For	For	The nomination of directors Di Piazza, Lee and Yang has been withdrawn, and accordingly no votes on the election of these individuals will be counted. A vote FOR the remaining directors is warranted.
AT&T Inc.	T	USA	19/05/2022	Elect Director	Elect Director Beth E. Mooney	For	For	The nomination of directors Di Piazza, Lee and Yang has been withdrawn, and accordingly no votes on the election of these individuals will be counted. A vote FOR the remaining directors is warranted.
AT&T Inc.	T	USA	19/05/2022	Elect Director	Elect Director Matthew K. Rose	For	For	The nomination of directors Di Piazza, Lee and Yang has been withdrawn, and accordingly no votes on the election of these individuals will be counted. A vote FOR the remaining directors is warranted.
AT&T Inc.	T	USA	19/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
AT&T Inc.	T	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR the proposal is warranted. Following a failed say-on-pay vote result, the compensation committee disclosed engagement efforts with shareholders as well as the feedback received in these engagements. The proxy also notes commitments and pay program changes that were made in response to these shareholder concerns. In addition, although concerns are noted, pay and performance are aligned for the year in review. The annual and long-term incentives are primarily performance-based, with LTI utilizing multi-year performance periods. However, the CEO's salary is relatively large, and per values pertaining to life insurance are exceedingly high; shareholders should expect improved disclosure going forward as to the necessity and rationale for such costs.
AT&T Inc.	T	USA	19/05/2022	Report on Pay Disparity	Consider Pay Disparity Between Executives and Other Employees	Against	Against	A vote AGAINST this proposal is warranted, as the board and its Human Resources Committee are generally best suited to make decisions about executive compensation, and the proponent has not established that including the CEO pay ratio factor is a needed addition to the existing compensation program.
AT&T Inc.	T	USA	19/05/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.
AT&T Inc.	T	USA	19/05/2022	Political Contributions Disclosure	Report on Congruency of Political Spending with Company Values and Priorities	For	For	A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.
AT&T Inc.	T	USA	19/05/2022	Miscellaneous -- Environmental & Social Counterproposal	Report on Civil Rights and Non-Discrimination Audit	Against	Against	A vote AGAINST this resolution is warranted, as the company has enhanced reporting around its diversity and inclusion initiatives, EEO-1 reporting, and relevant disclosures that allow shareholders to track the company's progress and policies on civil rights.
Tabcorp Holdings Limited	TAH	Australia	19/10/2021	Elect Director	Elect Harry Boon as Director	For	For	A vote FOR independent non-executive directors Harry Boon, Steven Gregg, and Janette Kendall is warranted, as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Tabcorp Holdings Limited	TAH	Australia	19/10/2021	Elect Director	Elect Steven Gregg as Director	For	For	A vote FOR independent non-executive directors Harry Boon, Steven Gregg, and Janette Kendall is warranted, as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Tabcorp Holdings Limited	TAH	Australia	19/10/2021	Elect Director	Elect Janette Kendall as Director	For	For	A vote FOR independent non-executive directors Harry Boon, Steven Gregg, and Janette Kendall is warranted, as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Tabcorp Holdings Limited	TAH	Australia	19/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the resolution is warranted. The company's remuneration structure and practices are broadly in line with market and no material misalignment is identified between pay, performance and shareholder outcomes for FY21.* There was no increase in CEO, executive and NED remuneration in FY21.* While high and appearing to involve board discretion, STI bonuses for FY21 where disclosed to be reduced by the board to align with the company's access to government JobKeeper subsidies and having stood down employees, and* LTI vesting in FY21 was at 52 percent which sufficiently aligns with average shareholder returns over the performance period.THE qualification is to highlight primary concerns for persist poor and absence non-disclosure of STI performance targets and the weighting to each performance metric, which is inconsistent with market practice among larger ASX-listed entities. The inclusion of a large individual component in the STI further raises concerns for the discretionary nature of the STI bonus, given that the limited disclosure may indicate that this relates to 'day job' responsibilities.
Tabcorp Holdings Limited	TAH	Australia	19/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to David Attenborough	For	For	A qualified vote FOR the grant of performance rights to CEO David Attenborough is warranted.The qualification is to highlight concerns that "The quantum of the award of \$3 million is excessive compared to market median." The CEO has announced his intentions to retire upon completion of the demerger, which is expected to be completed in 2022.* This grant is inconsistent with local and global market practices, where LTI grants are not made to executives before their planned retirement.The primary reason for support is that the board has disclosed that if the demerger is completed in June 2022, between 75% and 80% of the performance rights will lapse and the CEO will retain between 20% to 25% of the performance rights.
Tabcorp Holdings Limited	TAH	Australia	12/05/2022	Approve Reduction in Share Capital	Approve Capital Reduction	For	For	A vote FOR this resolution is warranted, given that no material governance concerns have been identified in regard to this proposal. * The capital reduction will apply equally to all shares and necessitated by the demerger of the company's Lotteries and Keno business. * Shareholders will receive one new share in the demerged The Lottery Corporation (TLC) for each share held in Tabcorp.
Tabcorp Holdings Limited	TAH	Australia	12/05/2022	Approve Scheme of Arrangement	Approve Scheme of Arrangement in Relation to the Proposed Demerger of The Lottery Corporation from Tabcorp Holdings Limited	For	For	A vote FOR this resolution is warranted given that there is information that the board * examined strategic alternatives, * provided sufficient compelling strategic rationale to proceed with the demerger as a way of unlocking potential value for shareholders, and * considers that the demerger enables direct market valuations for each of TLC and Tabcorp to be established, and existing eligible shareholders are not adversely impacted by the demerger.
Molson Coors Beverage Company	TAP	USA	18/05/2022	Elect Director	Elect Director Roger G. Eaton	For	For	A vote FOR the director nominees is warranted.
Molson Coors Beverage Company	TAP	USA	18/05/2022	Elect Director	Elect Director Charles M. Herington	For	For	A vote FOR the director nominees is warranted.
Molson Coors Beverage Company	TAP	USA	18/05/2022	Elect Director	Elect Director H. Sanford Riley	For	For	A vote FOR the director nominees is warranted.
Molson Coors Beverage Company	TAP	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned. The majority of CEO pay is conditioned on objective performance metrics. Annual incentives were earned below target and the recently completed LTI performance period resulted in no PSUs vesting, indicating performance targets are sufficiently rigorous.
Transurban Group	TCL	Australia	21/10/2021	Elect Director	Elect Patricia Cross as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance concerns have been identified.
Transurban Group	TCL	Australia	21/10/2021	Elect Director	Elect Craig Drummond as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance concerns have been identified.
Transurban Group	TCL	Australia	21/10/2021	Elect Director	Elect Timothy (Tim) Reed as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance concerns have been identified.
Transurban Group	TCL	Australia	21/10/2021	Elect Director	Elect Robert (Rob) Whitfield as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance concerns have been identified.
Transurban Group	TCL	Australia	21/10/2021	Elect Director	Elect Mark Birrell as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance concerns have been identified.
Transurban Group	TCL	Australia	21/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST this resolution is warranted on the basis that remuneration outcomes are excessive and misaligned with performance and shareholder outcomes. Quantitative pay for performance analysis indicates an elevated level of concern against peers.* The CEO's remuneration is high relative to peers and internal relativity to compared to other executives.* The CEO's STI award is considered to be excessive, and 2.3 times the FY20 bonus despite both key financial measures deteriorating compared to FY20 outcomes.* In the FY21 STI, EBITDA at target is lower than the two previous years and Proportional Costs at target are higher than in the two previous years, suggesting weaker targeted results for higher bonuses, which shareholders may consider as misaligned with their interests and expectations.* An excessive proportion of the STI award (50 percent) is assessed on individual objectives that appear "day job" responsibilities.* Use of a discounted face value for the LTI grant is inconsistent with good governance practice and results in a higher number of LTI securities.

Transurban Group	TCL	Australia	21/10/2021	Approve Share Plan Grant	Approve Grant of Performance Awards to Scott Charlton	For	For	A qualified vote FOR this resolution is warranted. The structure of the grant is in line with the prior year and aligned with shareholder interests including a relative TSR performance measures and assessed over a three and four year performance periods, as the company transitions to a 4 year term. Shareholder concerns include: "The use of only one performance measure, being relative TSR, with no positive TSR gateway to ensure absolute alignment with a positive return to shareholders," the use of a discounted face value methodology to calculate the number of LTI securities to be granted," the quantum of the CEO's LTI award is well above the Sustainability Advisory Services selected peer group median, and" the ongoing removal of the Free Cash Flow measure due to difficulty in predicting traffic volume.
The Toronto-Dominion Bank	TD	Canada	14/04/2022	Elect Director	Elect Director Cherie L. Brant	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Toronto-Dominion Bank	TD	Canada	14/04/2022	Elect Director	Elect Director Bharat B. Masrani	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Toronto-Dominion Bank	TD	Canada	14/04/2022	Elect Director	Elect Director Nadir H. Mohamed	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Toronto-Dominion Bank	TD	Canada	14/04/2022	Elect Director	Elect Director Claude Mongeau	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Toronto-Dominion Bank	TD	Canada	14/04/2022	Elect Director	Elect Director S. Jane Rowe	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Toronto-Dominion Bank	TD	Canada	14/04/2022	Elect Director	Elect Director Amy W. Brinkley	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Toronto-Dominion Bank	TD	Canada	14/04/2022	Elect Director	Elect Director Brian C. Ferguson	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Toronto-Dominion Bank	TD	Canada	14/04/2022	Elect Director	Elect Director Colleen A. Goggins	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Toronto-Dominion Bank	TD	Canada	14/04/2022	Elect Director	Elect Director Jean-Rene Halde	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Toronto-Dominion Bank	TD	Canada	14/04/2022	Elect Director	Elect Director David E. Kepler	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Toronto-Dominion Bank	TD	Canada	14/04/2022	Elect Director	Elect Director Brian M. Levitt	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Toronto-Dominion Bank	TD	Canada	14/04/2022	Elect Director	Elect Director Alan N. MacGibbon	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Toronto-Dominion Bank	TD	Canada	14/04/2022	Elect Director	Elect Director Karen E. Maidment	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Toronto-Dominion Bank	TD	Canada	14/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	Vote FOR the ratification of Ernst & Young LLP as auditor as non-audit fees (6 percent) were reasonable relative to total fees paid to the auditor.
The Toronto-Dominion Bank	TD	Canada	14/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote on Executive Compensation Approach	For	For	Vote FOR this non-binding advisory vote as there are no significant issues at this time.
The Toronto-Dominion Bank	TD	Canada	14/04/2022	Climate Change Action	SP 1: Adopt a Policy of Not Financing New Fossil Fuel Supply, Including Financing of Companies Exploring or Developing Undeveloped Oil and Gas Reserves	Against	Against	Vote AGAINST the shareholder proposal Canadian banks have accelerated their climate actions recently amid the increasing signals from the national regulator. Currently, none of the six major Canadian banks has modified its fossil fuel policy providing a blanket exclusion to all new fossil fuel transactions. All the banks have a similar fossil fuel policy and TD is at par with its direct peers. In addition, the proposal requests implementation by the end of 2022. Timewise, it is deemed too prescriptive.
The Toronto-Dominion Bank	TD	Canada	14/04/2022	Company-Specific--Governance-Related	SP 2: Analyze the Possibility of Becoming a Benefit Company	Against	Against	Vote AGAINST this shareholder proposal. The board argues that the bank already operates in a way that promotes the interests of its various stakeholders and its principled approach to corporate governance is the foundation that instills trust, protects the interests of shareholders, and maintains the confidence of its employees, customers and communities. The bank provides comprehensive disclosure about actions it has taken that show a commitment to healthy communities and sustainable and fair operations. In addition, the bank has disclosed an oversight structure in place to ensure that it is operating in an ethical, socially responsible and environmentally conscious manner. There are many unknowns associated with the benefit corporation structure and it is not clear that a conversion without management support would cause any change in its business practices. As such, the request for the board to take steps to change the form of company incorporation does not appear to be necessary and this proposal does not warrant support.
The Toronto-Dominion Bank	TD	Canada	14/04/2022	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	SP 3: Advisory Vote on Environmental Policy	For	For	A vote FOR this proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change related risks. Such information would also allow shareholders to express their opinions on the climate risk management practices of the company.
The Toronto-Dominion Bank	TD	Canada	14/04/2022	Company-Specific -- Miscellaneous	SP 4: Adopt French as the Official Language	Against	Against	A vote AGAINST this shareholder proposal is warranted at this time. The bank already noted that all of its shareholder meetings have been held in French and intends to continue to do so in future. In addition, all meeting materials are available in French and English and all shareholders at the meetings are encouraged to ask questions and vote in the language of their choice. Considering the above and the fact that the bank is already complying with all laws and regulations applicable to doing business Quebec, including those that pertain to the French language, the request of the proponent pertaining to amend bank's by-laws to include French as the official language of the bank appears to be overly prescriptive.
The Toronto-Dominion Bank	TD	Canada	14/04/2022	Increase Disclosure of Executive Compensation	SP 5: Provide a Report to Shareholders and Publicly Disclose the CEO Compensation to Median Worker Pay Ratio	Against	Against	Vote AGAINST this proposal. Executive compensation programs should be designed to promote pay for performance, taking compensation risk into account, for generating long-term, sustainable growth for shareholders and for the benefit of all employees.
Teledyne Technologies Incorporated	TDY	USA	27/04/2022	Elect Director	Elect Director Charles Crocker	For	For	A vote FOR the director nominees is warranted.
Teledyne Technologies Incorporated	TDY	USA	27/04/2022	Elect Director	Elect Director Robert Mehrabian	For	For	A vote FOR the director nominees is warranted.
Teledyne Technologies Incorporated	TDY	USA	27/04/2022	Elect Director	Elect Director Jane C. Sherburne	For	For	A vote FOR the director nominees is warranted.
Teledyne Technologies Incorporated	TDY	USA	27/04/2022	Elect Director	Elect Director Michael T. Smith	For	For	A vote FOR the director nominees is warranted.
Teledyne Technologies Incorporated	TDY	USA	27/04/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Teledyne Technologies Incorporated	TDY	USA	27/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay remains conditioned on clearly disclosed objective performance metrics.
Atlassian Corporation Plc	TEAM	United Kingdom	2/12/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Atlassian Corporation Plc	TEAM	United Kingdom	2/12/2021	Elect Director	Elect Director Jay Parikh	For	For	A vote FOR the director nominees is warranted.
Atlassian Corporation Plc	TEAM	United Kingdom	2/12/2021	Elect Director	Elect Director Enrique Salem	For	For	A vote FOR the director nominees is warranted.
Atlassian Corporation Plc	TEAM	United Kingdom	2/12/2021	Elect Director	Elect Director Steven Sordello	For	For	A vote FOR the director nominees is warranted.
Atlassian Corporation Plc	TEAM	United Kingdom	2/12/2021	Elect Director	Elect Director Richard P. Wong	For	For	A vote FOR the director nominees is warranted.
Atlassian Corporation Plc	TEAM	United Kingdom	2/12/2021	Elect Director	Elect Director Michelle Zatluy	For	For	A vote FOR the director nominees is warranted.
Atlassian Corporation Plc	TEAM	United Kingdom	2/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST this resolution is warranted because: " A transaction-related bonus was paid to an Executive Director during the year under review.
Atlassian Corporation Plc	TEAM	United Kingdom	2/12/2021	Ratify Auditors	Appoint Ernst & Young LLP as Auditors	For	For	A vote FOR these proposals is warranted.
Atlassian Corporation Plc	TEAM	United Kingdom	2/12/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorize Board to Fix Remuneration of Auditors	For	For	A vote FOR these proposals is warranted.
Atlassian Corporation Plc	TEAM	United Kingdom	2/12/2021	Elect Director	Elect Director Shona L. Brown	For	For	A vote FOR the director nominees is warranted.
Atlassian Corporation Plc	TEAM	United Kingdom	2/12/2021	Elect Director	Elect Director Michael Cannon-Brookes	For	For	A vote FOR the director nominees is warranted.
Atlassian Corporation Plc	TEAM	United Kingdom	2/12/2021	Elect Director	Elect Director Scott Farquhar	For	For	A vote FOR the director nominees is warranted.
Atlassian Corporation Plc	TEAM	United Kingdom	2/12/2021	Elect Director	Elect Director Heather Mirjahangir Fernandez	For	For	A vote FOR the director nominees is warranted.
Atlassian Corporation Plc	TEAM	United Kingdom	2/12/2021	Elect Director	Elect Director Sasan Goodarzi	For	For	A vote FOR the director nominees is warranted.
Tecan Group AG	TECN	Switzerland	12/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
Tecan Group AG	TECN	Switzerland	12/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report (Non-Binding)	For	For	A vote FOR the remuneration report is warranted because the company's remuneration practices are broadly in line with market practice and no significant concerns are noted at this time.
Tecan Group AG	TECN	Switzerland	12/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	For	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Tecan Group AG	TECN	Switzerland	12/04/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	For	For	A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.
Tecan Group AG	TECN	Switzerland	12/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Approve Creation of CHF 225,000 Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against	Against	A vote AGAINST the proposed authorization is warranted because: " The issuance request, when combined with the existing conditional capital, would allow for a capital increase without preemptive rights for up to 14.2 percent of the issued share capital.
Tecan Group AG	TECN	Switzerland	12/04/2022	Other Business	Transact Other Business (Voting)	Against	Against	A vote AGAINST is warranted because: " This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors, and " The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Tecan Group AG	TECN	Switzerland	12/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of CHF 1.40 per Share	For	For	Votes FOR the allocation of income resolutions are warranted due to a lack of concerns.
Tecan Group AG	TECN	Switzerland	12/04/2022	Approve Standard Accounting Transfers	Approve Transfer of CHF 17.7 Million from Legal Reserves to Free Reserves and Repayment of CHF 1.40 per Share	For	For	Votes FOR the allocation of income resolutions are warranted due to a lack of concerns.
Tecan Group AG	TECN	Switzerland	12/04/2022	Approve Discharge of Management Board	Approve Discharge of Board and Senior Management	For	For	A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.
Tecan Group AG	TECN	Switzerland	12/04/2022	Elect Director	Elect Myra Eskes as Director	For	For	Votes FOR the proposed nominees are warranted.
Tecan Group AG	TECN	Switzerland	12/04/2022	Elect Director	Reelect Lukas Braunschweiler as Director	For	For	Votes FOR the proposed nominees are warranted.
Tecan Group AG	TECN	Switzerland	12/04/2022	Elect Director	Reelect Oliver Fetzer as Director	For	For	Votes FOR the proposed nominees are warranted.
Tecan Group AG	TECN	Switzerland	12/04/2022	Elect Director	Reelect Heinrich Fischer as Director	For	For	Votes FOR the proposed nominees are warranted.
Tecan Group AG	TECN	Switzerland	12/04/2022	Elect Director	Reelect Karen Hubscher as Director	For	For	Votes FOR the proposed nominees are warranted.
Tecan Group AG	TECN	Switzerland	12/04/2022	Elect Director	Reelect Christa Kreuzburg as Director	For	For	Votes FOR the proposed nominees are warranted.
Tecan Group AG	TECN	Switzerland	12/04/2022	Elect Director	Reelect Daniel Marshak as Director	For	For	Votes FOR the proposed nominees are warranted.
Tecan Group AG	TECN	Switzerland	12/04/2022	Elect Board Chairman/Vice-Chairman	Reelect Lukas Braunschweiler as Board Chair	For	For	Votes FOR the proposed nominees are warranted.
Tecan Group AG	TECN	Switzerland	12/04/2022	Elect Member of Remuneration Committee	Reappoint Oliver Fetzer as Member of the Compensation Committee	For	For	Votes FOR the proposed nominees are warranted.
Tecan Group AG	TECN	Switzerland	12/04/2022	Elect Member of Remuneration Committee	Reappoint Christa Kreuzburg as Member of the Compensation Committee	For	For	Votes FOR the proposed nominees are warranted.

Tecan Group AG	TECN	Switzerland	12/04/2022	Elect Member of Remuneration Committee	Reappoint Daniel Marshak as Member of the Compensation Committee	For	For	Votes FOR the proposed nominees are warranted.
Tecan Group AG	TECN	Switzerland	12/04/2022	Elect Member of Remuneration Committee	Appoint Myra Eskes as Member of the Compensation Committee	For	For	Votes FOR the proposed nominees are warranted.
Tecan Group AG	TECN	Switzerland	12/04/2022	Ratify Auditors	Ratify Ernst & Young AG as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Tecan Group AG	TECN	Switzerland	12/04/2022	Designate X as Independent Proxy	Designate Proxy Voting Services GmbH as Independent Proxy	For	For	A vote FOR this proposal is warranted due to a lack of concerns.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Board of Directors in the Amount of USD 4 Million	For	For	A vote FOR this resolution is warranted due to a lack of concerns.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Available Earnings at September 24, 2021	For	For	A vote FOR these items are warranted due to a lack of concerns.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Approve Dividends	Approve Declaration of Dividend	For	For	A vote FOR these items are warranted due to a lack of concerns.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	A vote FOR this proposal is warranted, as all shareholders would have the opportunity to participate, and as there are no company-specific concerns relating to the board's authority to conduct open-market repurchases.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Approve Renewal of Authorized Capital	Against	For	A vote AGAINST this resolution is warranted because the issuance request would allow for a capital increase without preemptive rights for more than 10 percent of the issued share capital.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Approve Reduction in Share Capital	Approve Reduction in Share Capital via Cancellation of Shares	For	For	A vote FOR the proposed share capital reduction is warranted.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Adjourn Meeting	Adjourn Meeting	Against	For	A vote AGAINST this proposal is warranted given that it is not narrowly crafted and there is an item on the agenda that does not warrant support.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Elect Director	Elect Director Terrence R. Curtin	For	For	A vote FOR the director nominees is warranted.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Elect Director	Elect Director Carl A. (John) Davidson	For	For	A vote FOR the director nominees is warranted.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Elect Director	Elect Director Lynn A. Dugle	For	For	A vote FOR the director nominees is warranted.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Elect Director	Elect Director William A. Jeffrey	For	For	A vote FOR the director nominees is warranted.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Elect Director	Elect Director Syaru Shirley Lin	For	For	A vote FOR the director nominees is warranted.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Elect Director	Elect Director Thomas J. Lynch	For	For	A vote FOR the director nominees is warranted.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Elect Director	Elect Director Heath A. Mitts	For	For	A vote FOR the director nominees is warranted.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Elect Director	Elect Director Yong Nam	For	For	A vote FOR the director nominees is warranted.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Elect Director	Elect Director Abhijit Y. Talwalkar	For	For	A vote FOR the director nominees is warranted.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Elect Director	Elect Director Mark C. Trudeau	For	For	A vote FOR the director nominees is warranted.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Elect Director	Elect Director Dawn C. Willoughby	For	For	A vote FOR the director nominees is warranted.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Elect Director	Elect Director Laura H. Wright	For	For	A vote FOR the director nominees is warranted.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Elect Board Chairman/Vice-Chairman	Elect Board Chairman Thomas J. Lynch	For	For	A vote FOR the election Thomas J. Lynch as chairman of the board is warranted given that the roles of chairman and CEO have been separated and there are no governance concerns with the chairman.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Elect Member of Remuneration Committee	Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	For	For	Votes FOR the election of Abhijit Y. Talwalkar, Mark C. Trudeau, and Dawn C. Willoughby to the Management Development & Compensation Committee are warranted.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Elect Member of Remuneration Committee	Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	For	For	Votes FOR the election of Abhijit Y. Talwalkar, Mark C. Trudeau, and Dawn C. Willoughby to the Management Development & Compensation Committee are warranted.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Elect Member of Remuneration Committee	Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee	For	For	Votes FOR the election of Abhijit Y. Talwalkar, Mark C. Trudeau, and Dawn C. Willoughby to the Management Development & Compensation Committee are warranted.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Designate X as Independent Proxy	Designate Rene Schwarzenbach as Independent Proxy	For	For	A vote FOR this proposal is warranted due to a lack of concerns.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Accept Financial Statements and Statutory Reports	Accept Annual Report for Fiscal Year Ended September 24, 2021	For	For	Votes FOR these routine items are warranted.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Accept Financial Statements and Statutory Reports	Accept Statutory Financial Statements for Fiscal Year Ended September 24, 2021	For	For	Votes FOR these routine items are warranted.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated Financial Statements for Fiscal Year Ended September 24, 2021	For	For	Votes FOR these routine items are warranted.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Approve Discharge of Management Board	Approve Discharge of Board and Senior Management	For	For	A vote FOR this proposal is warranted because there is no evidence that the board and executive officers did not fulfill their fiduciary duties in the year under review.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Independent Registered Public Accounting Firm for Fiscal Year 2022	For	For	A vote FOR these proposals to ratify the auditor are warranted.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Ratify Auditors	Ratify Deloitte AG as Swiss Registered Auditors	For	For	A vote FOR these proposals to ratify the auditor are warranted.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Appoint Appraisers/Special Auditor/Liquidator	Ratify PricewaterhouseCoopers AG as Special Auditors	For	For	A vote FOR the ratification of the special auditor is warranted because this is a routine item and no concerns are noted.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. The LTI plan is targeted to be half performance based and the annual incentives are primarily based on pre-set financial metrics. However, some concern is noted that the LTI plan's relative goal targets merely the 50th percentile and the plan lacks a cap if absolute TSR is negative.
TE Connectivity Ltd.	TEL	Switzerland	9/03/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Remuneration of Executive Management in the Amount of USD 49.9 Million	For	For	As the company is classified as a US domestic issuer, and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned to the US say-on-pay analysis. Accordingly, a vote FOR this proposal is warranted.
Tenable Holdings, Inc.	TENB	USA	25/05/2022	Elect Director	Elect Director Amit Yoran	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Amit Yoran, Linda Higgins, and Nilofar Howe given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.
Tenable Holdings, Inc.	TENB	USA	25/05/2022	Elect Director	Elect Director Linda Zecher Higgins	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Amit Yoran, Linda Higgins, and Nilofar Howe given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.
Tenable Holdings, Inc.	TENB	USA	25/05/2022	Elect Director	Elect Director Nilofar Razi Howe	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Amit Yoran, Linda Higgins, and Nilofar Howe given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.
Tenable Holdings, Inc.	TENB	USA	25/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Tenable Holdings, Inc.	TENB	USA	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Teradyne, Inc.	TER	USA	13/05/2022	Elect Director	Elect Director Edwin J. Gillis	For	For	A vote FOR the director nominees is warranted.
Teradyne, Inc.	TER	USA	13/05/2022	Elect Director	Elect Director Timothy E. Guertin	For	For	A vote FOR the director nominees is warranted.
Teradyne, Inc.	TER	USA	13/05/2022	Elect Director	Elect Director Peter Herweck	For	For	A vote FOR the director nominees is warranted.
Teradyne, Inc.	TER	USA	13/05/2022	Elect Director	Elect Director Mark E. Jagella	For	For	A vote FOR the director nominees is warranted.
Teradyne, Inc.	TER	USA	13/05/2022	Elect Director	Elect Director Mercedes Johnson	For	For	A vote FOR the director nominees is warranted.
Teradyne, Inc.	TER	USA	13/05/2022	Elect Director	Elect Director Marilyn Matz	For	For	A vote FOR the director nominees is warranted.
Teradyne, Inc.	TER	USA	13/05/2022	Elect Director	Elect Director Fouad 'Ford' Tamer	For	For	A vote FOR the director nominees is warranted.
Teradyne, Inc.	TER	USA	13/05/2022	Elect Director	Elect Director Paul J. Tufano	For	For	A vote FOR the director nominees is warranted.
Teradyne, Inc.	TER	USA	13/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time, and both the short-term and long-term incentive plans are majority performance based.
Teradyne, Inc.	TER	USA	13/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Truist Financial Corporation	TFC	USA	26/04/2022	Elect Director	Elect Director Jennifer S. Banner	For	For	A vote FOR the director nominees is warranted.
Truist Financial Corporation	TFC	USA	26/04/2022	Elect Director	Elect Director K. David Boyer, Jr.	For	For	A vote FOR the director nominees is warranted.
Truist Financial Corporation	TFC	USA	26/04/2022	Elect Director	Elect Director Agnes Bundy Scanlan	For	For	A vote FOR the director nominees is warranted.
Truist Financial Corporation	TFC	USA	26/04/2022	Elect Director	Elect Director Anna R. Cablik	For	For	A vote FOR the director nominees is warranted.
Truist Financial Corporation	TFC	USA	26/04/2022	Elect Director	Elect Director Dallas S. Clement	For	For	A vote FOR the director nominees is warranted.
Truist Financial Corporation	TFC	USA	26/04/2022	Elect Director	Elect Director Paul D. Donahue	For	For	A vote FOR the director nominees is warranted.
Truist Financial Corporation	TFC	USA	26/04/2022	Elect Director	Elect Director Patrick C. Graney, III	For	For	A vote FOR the director nominees is warranted.
Truist Financial Corporation	TFC	USA	26/04/2022	Elect Director	Elect Director Linnie M. Haynesworth	For	For	A vote FOR the director nominees is warranted.
Truist Financial Corporation	TFC	USA	26/04/2022	Elect Director	Elect Director Kelly S. King	For	For	A vote FOR the director nominees is warranted.
Truist Financial Corporation	TFC	USA	26/04/2022	Elect Director	Elect Director Easter A. Maynard	For	For	A vote FOR the director nominees is warranted.
Truist Financial Corporation	TFC	USA	26/04/2022	Elect Director	Elect Director Donna S. Mora	For	For	A vote FOR the director nominees is warranted.
Truist Financial Corporation	TFC	USA	26/04/2022	Elect Director	Elect Director Charles A. Patton	For	For	A vote FOR the director nominees is warranted.
Truist Financial Corporation	TFC	USA	26/04/2022	Elect Director	Elect Director Nido R. Qubain	For	For	A vote FOR the director nominees is warranted.
Truist Financial Corporation	TFC	USA	26/04/2022	Elect Director	Elect Director David M. Ratcliffe	For	For	A vote FOR the director nominees is warranted.
Truist Financial Corporation	TFC	USA	26/04/2022	Elect Director	Elect Director William H. Rogers, Jr.	For	For	A vote FOR the director nominees is warranted.
Truist Financial Corporation	TFC	USA	26/04/2022	Elect Director	Elect Director Frank P. Scruggs, Jr.	For	For	A vote FOR the director nominees is warranted.
Truist Financial Corporation	TFC	USA	26/04/2022	Elect Director	Elect Director Christine Sears	For	For	A vote FOR the director nominees is warranted.
Truist Financial Corporation	TFC	USA	26/04/2022	Elect Director	Elect Director Thomas E. Skains	For	For	A vote FOR the director nominees is warranted.
Truist Financial Corporation	TFC	USA	26/04/2022	Elect Director	Elect Director Bruce L. Tanner	For	For	A vote FOR the director nominees is warranted.
Truist Financial Corporation	TFC	USA	26/04/2022	Elect Director	Elect Director Thomas N. Thompson	For	For	A vote FOR the director nominees is warranted.
Truist Financial Corporation	TFC	USA	26/04/2022	Elect Director	Elect Director Steven C. Voorhes	For	For	A vote FOR the director nominees is warranted.
Truist Financial Corporation	TFC	USA	26/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Truist Financial Corporation	TFC	USA	26/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. In particular, both the annual and long-term incentive programs are predominantly based on pre-set objective measures with outcomes commensurate with company performance.
Truist Financial Corporation	TFC	USA	26/04/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Truist Financial Corporation	TFC	USA	26/04/2022	Approve Qualified Employee Stock Purchase Plan	Approve Qualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted given that the terms of the employee stock purchase plan are reasonable and well-balanced.

Trust Financial Corporation	TFC	USA	26/04/2022	Require Independent Board Chairman	Require Independent Board Chair	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
Teleflex Incorporated	TFX	USA	29/04/2022	Elect Director	Elect Director John C. Heinniller	For	For	A vote FOR the director nominees is warranted.
Teleflex Incorporated	TFX	USA	29/04/2022	Elect Director	Elect Director Andrew A. Krakauer	For	For	A vote FOR the director nominees is warranted.
Teleflex Incorporated	TFX	USA	29/04/2022	Elect Director	Elect Director Neena M. Patil	For	For	A vote FOR the director nominees is warranted.
Teleflex Incorporated	TFX	USA	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. Annual incentives are almost entirely performance-based. However, some concerns are noted regarding the structure of the long-term equity awards, including the primarily time-based composition and utilization of annual performance periods.
Teleflex Incorporated	TFX	USA	29/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Teleflex Incorporated	TFX	USA	29/04/2022	Declassify the Board of Directors	Approve the Amended and Restated Bylaws for the Phased-In Declassification of the Board of Directors	For	For	A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.
Teleflex Incorporated	TFX	USA	29/04/2022	Declassify the Board of Directors	Approve the Amended and Restated Certificate of Incorporation for the Phased-In Declassification of the Board of Directors	For	For	A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.
Teleflex Incorporated	TFX	USA	29/04/2022	Reduce Supermajority Vote Requirement	Adopt Simple Majority Vote	For	For	A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.
Tassal Group Limited	TGR	Australia	28/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this proposal is warranted given that, quantitatively pay is reasonably aligned with performance for the year under review. Furthermore, it is noted that: "The CEO's fixed remuneration increased reasonably during the year and does not appear excessive;" The STI financial hurdles are disclosed and require reasonable rigor to obtain;" The lack of FY21 STI outcomes is consistent with the company's reported financial performance; and" The CEO's FY21 LTI grant provides some alignment with shareholders' interests in targeting well disclosed EPS and ROA goals. However, there are continued concerns under both the STI and LTI programs as follows: " The weightings of the STI plan are not disclosed and there is no disclosure regarding the targets and achievement levels of non-financial metrics; and" There is no disclosure regarding the actual results of the performance measures for LTI vesting although the percentage of vested and forfeited LTI is disclosed.
Tassal Group Limited	TGR	Australia	28/10/2021	Elect Director	Elect Georgina Lynch as Director	For	For	A vote FOR the re-election of independent non-executive director Georgina Lynch is warranted as no material concerns have been identified regarding board and committee composition resulting from her nomination.
Tassal Group Limited	TGR	Australia	28/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Mark Ryan	For	For	A qualified vote FOR this proposal is warranted. Positive aspects of the grant include: " The LTI plan appears to be appropriately structured in line with shareholder interests and historic levels of vesting have been modest;" The award has a three-year vesting period, meeting the minimum local market standards for a long-term incentive scheme; and" No re-testing is allowed. However, qualification is raised to highlight the following concerns: " The value of the CEO's LTI opportunity remained unchanged during a consecutive period of weak shareholder returns;" Although the award is based on financial measures, the board has again lowered the maximum hurdle for ROA compared to the prior year's grant; and" The performance hurdles do not include any objective market based relative performance measures.
Target Corporation	TGT	USA	8/06/2022	Elect Director	Elect Director David P. Abney	For	For	A vote FOR the director nominees is warranted.
Target Corporation	TGT	USA	8/06/2022	Elect Director	Elect Director Douglas M. Baker, Jr.	For	For	A vote FOR the director nominees is warranted.
Target Corporation	TGT	USA	8/06/2022	Elect Director	Elect Director George S. Barrett	For	For	A vote FOR the director nominees is warranted.
Target Corporation	TGT	USA	8/06/2022	Elect Director	Elect Director Gail K. Boudreaux	For	For	A vote FOR the director nominees is warranted.
Target Corporation	TGT	USA	8/06/2022	Elect Director	Elect Director Brian C. Cornell	For	For	A vote FOR the director nominees is warranted.
Target Corporation	TGT	USA	8/06/2022	Elect Director	Elect Director Robert L. Edwards	For	For	A vote FOR the director nominees is warranted.
Target Corporation	TGT	USA	8/06/2022	Elect Director	Elect Director Melanie L. Healey	For	For	A vote FOR the director nominees is warranted.
Target Corporation	TGT	USA	8/06/2022	Elect Director	Elect Director Donald R. Knauss	For	For	A vote FOR the director nominees is warranted.
Target Corporation	TGT	USA	8/06/2022	Elect Director	Elect Director Christine A. Leahy	For	For	A vote FOR the director nominees is warranted.
Target Corporation	TGT	USA	8/06/2022	Elect Director	Elect Director Monica C. Lozano	For	For	A vote FOR the director nominees is warranted.
Target Corporation	TGT	USA	8/06/2022	Elect Director	Elect Director Derica W. Rice	For	For	A vote FOR the director nominees is warranted.
Target Corporation	TGT	USA	8/06/2022	Elect Director	Elect Director Dmitri L. Stockton	For	For	A vote FOR the director nominees is warranted.
Target Corporation	TGT	USA	8/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Target Corporation	TGT	USA	8/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives are primarily, and long-term incentives are entirely, performance-based. A majority of changes to the incentive programs are one-time in nature to address volatility from the pandemic.
Target Corporation	TGT	USA	8/06/2022	Amend Proxy Access Right	Amend Proxy Access Right	For	For	A vote FOR this proposal is warranted as the proposed elimination of the 20-shareholder aggregation limit would improve the company's existing proxy access right for shareholders.
The TJX Companies, Inc.	TJX	USA	7/06/2022	Elect Director	Elect Director Jose B. Alvarez	For	For	A vote FOR the director nominees is warranted.
The TJX Companies, Inc.	TJX	USA	7/06/2022	Elect Director	Elect Director Alan M. Bennett	For	For	A vote FOR the director nominees is warranted.
The TJX Companies, Inc.	TJX	USA	7/06/2022	Elect Director	Elect Director Rosemary T. Berkery	For	For	A vote FOR the director nominees is warranted.
The TJX Companies, Inc.	TJX	USA	7/06/2022	Elect Director	Elect Director David T. Ching	For	For	A vote FOR the director nominees is warranted.
The TJX Companies, Inc.	TJX	USA	7/06/2022	Elect Director	Elect Director C. Kim Goodwin	For	For	A vote FOR the director nominees is warranted.
The TJX Companies, Inc.	TJX	USA	7/06/2022	Elect Director	Elect Director Ernie Herman	For	For	A vote FOR the director nominees is warranted.
The TJX Companies, Inc.	TJX	USA	7/06/2022	Elect Director	Elect Director Michael F. Hines	For	For	A vote FOR the director nominees is warranted.
The TJX Companies, Inc.	TJX	USA	7/06/2022	Elect Director	Elect Director Amy B. Lane	For	For	A vote FOR the director nominees is warranted.
The TJX Companies, Inc.	TJX	USA	7/06/2022	Elect Director	Elect Director Carol Meyrowitz	For	For	A vote FOR the director nominees is warranted.
The TJX Companies, Inc.	TJX	USA	7/06/2022	Elect Director	Elect Director Jacklyn L. Nemerov	For	For	A vote FOR the director nominees is warranted.
The TJX Companies, Inc.	TJX	USA	7/06/2022	Elect Director	Elect Director John F. O'Brien	For	For	A vote FOR the director nominees is warranted.
The TJX Companies, Inc.	TJX	USA	7/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
The TJX Companies, Inc.	TJX	USA	7/06/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
The TJX Companies, Inc.	TJX	USA	7/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST the proposal is warranted. A significant increase in reported CEO pay was driven by discretionary adjustments to multiple cycles of previously granted PSUs, and concerns regarding the \$9.4 million in incremental value attributed to the 2019-2021 PSU adjustment are compounded by the additional \$2.7 million in value related to the adjustment of the 2020-2022 PSUs. Investors generally do not view the modification of previously granted incentive awards to be an appropriate response to the pandemic and may be particularly concerned by consecutive adjustments that increased payouts. Further, annual incentive awards were earned near maximum and a significant portion of payouts were determined based on the compensation committee's subjective assessment of performance.
The TJX Companies, Inc.	TJX	USA	7/06/2022	Human Rights Risk Assessment	Report on Assessing Due Diligence on Human Rights in Supply Chain	For	For	A vote FOR this proposal is warranted, as additional information regarding the processes the company uses to assess human rights impacts in its operations and supply chain would allow shareholders to better gauge how well TJX is managing human rights related risks.
The TJX Companies, Inc.	TJX	USA	7/06/2022	Human Rights Risk Assessment	Report on Risks from Company Vendors that Misclassify Employees as Independent Contractors	For	For	A vote FOR this resolution is warranted, as a report on misclassifying employees as independent contractors would provide shareholders with additional information on how the company is managing any risks associated with this kind of misclassification by companies in its supply chain.
The TJX Companies, Inc.	TJX	USA	7/06/2022	Prepare Report on Health Care Reform	Report on Risk Due to Restrictions on Reproductive Rights	For	For	A vote FOR this resolution is warranted, as additional information on the potential risks and costs associated with proposed or enacted state policies that restrict reproductive healthcare, would allow shareholders to assess how the company is managing such risks.
The TJX Companies, Inc.	TJX	USA	7/06/2022	Labor Issues - Discrimination and Miscellaneous	Adopt Paid Sick Leave Policy for All Associates	For	For	A vote FOR this resolution is warranted as it would provide shareholders with greater assurance that the company's workforce has reasonable access to sick leave, which would provide consistent expectations as concerns regarding societal health are on the rise. Additionally, the implementation of this proposal would allow shareholders to better assess whether the company is adhering to its stated commitment to colleague health and its management of related risks.
Telstra Corporation Limited	TLS	Australia	12/10/2021	Elect Director	Elect Roy H Chestnutt as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.
Telstra Corporation Limited	TLS	Australia	12/10/2021	Elect Director	Elect Niek Jan van Damme as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.
Telstra Corporation Limited	TLS	Australia	12/10/2021	Approve Share Plan Grant	Approve Grant of Restricted Shares to Andrew Penn	For	For	A vote FOR the grant of equity to the CEO in the form of restricted shares and performance rights is warranted. The terms of the proposed equity grants are consistent with prior year grants and aligned with shareholder interests. The grant of equity represents the deferred component of the company's FY21 Executive Variable Remuneration Plan (EVRP), which is a combined STI and LTI structure, with outcomes being assessed in FY21 at 63.8 percent of the CEO's maximum award opportunity.* Quantum is not misaligned with the company's performance.* Restricted shares are akin to the deferred component of a conventional STI, and subject to appropriate trading restrictions over one to four years, and* Performance rights are consistent with other LTI awards in this market, and subject to relative TSR performance with a graduated vesting scale and not cliff vesting. Concerns remain in relation to the payment of a dividend equalization amount on performance rights that vest. This is inconsistent with better market practice, given that executives have no present entitlement to the dividends or underlying shares prior to assessment of performance conditions at the end of the performance period and vesting.
Telstra Corporation Limited	TLS	Australia	12/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Andrew Penn	For	For	A vote FOR the grant of equity to the CEO in the form of restricted shares and performance rights is warranted. The terms of the proposed equity grants are consistent with prior year grants and aligned with shareholder interests. The grant of equity represents the deferred component of the company's FY21 Executive Variable Remuneration Plan (EVRP), which is a combined STI and LTI structure, with outcomes being assessed in FY21 at 63.8 percent of the CEO's maximum award opportunity.* Quantum is not misaligned with the company's performance.* Restricted shares are akin to the deferred component of a conventional STI, and subject to appropriate trading restrictions over one to four years, and* Performance rights are consistent with other LTI awards in this market, and subject to relative TSR performance with a graduated vesting scale and not cliff vesting. Concerns remain in relation to the payment of a dividend equalization amount on performance rights that vest. This is inconsistent with better market practice, given that executives have no present entitlement to the dividends or underlying shares prior to assessment of performance conditions at the end of the performance period and vesting.

Telstra Corporation Limited	TLS	Australia	12/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report resolution is warranted. No material misalignment of pay with performance and shareholder outcomes is observed in the period under review. The company's remuneration practices, and structure have improved in recent years noting the following: " Fixed remuneration and NED fees have remained unchanged for several years and are expected to remain unchanged for FY22." The remuneration structure which is a combined STI and LTI variable reward plan, not typically seen in this market, has delivered pay outcomes sufficiently aligned with shareholder interests, and" The company provides superior disclosure of specific and quantified FY21 and FY22 performance targets, together with a detailed explanation of current year bonus outcomes, and" Appropriate minimum shareholding requirements have been established. Nevertheless, several ongoing concerns persist, including: " The CEO's fixed remuneration and the Chairman's fees are well in excess of relevant market median," The inclusion of dividend equalisation payments for performance rights that vest is inconsistent with good corporate governance and better market practice, and" Termination provisions for senior executives appear to be overly generous with payment in lieu of notice and an additional termination payment.
Telix Pharmaceuticals Limited	TLX	Australia	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted. " Quantitative pay for performance analysis indicates a low degree of concern for any misalignment. " The CEO's fixed remuneration is not excessive relative to peers. " Bonus outcomes are not materially inconsistent with the group's performance. " There were no LTIs due to vest during the year. The following concerns are highlighted which represent inconsistency with market and shareholder interests: " Poor disclosure of the STI, with an absence of information of weighting of each performance measure and the specific and quantified targets. " Cliff vesting in the FY21 LTI grant.
Telix Pharmaceuticals Limited	TLX	Australia	18/05/2022	Elect Director	Elect Jann Skinner as Director	For	For	A vote FOR the election of Jann Skinner and Tiffany Olson is warranted as no material concerns have been identified regarding these directors in respect of board and committee composition, nor any wider corporate governance issues.
Telix Pharmaceuticals Limited	TLX	Australia	18/05/2022	Elect Director	Elect Tiffany Olson as Director	For	For	A vote FOR the election of Jann Skinner and Tiffany Olson is warranted as no material concerns have been identified regarding these directors in respect of board and committee composition, nor any wider corporate governance issues.
Telix Pharmaceuticals Limited	TLX	Australia	18/05/2022	Approve Omnibus Stock Plan	Approve Telix Equity Incentive Plan	For	For	A qualified vote FOR the approval of this resolution is warranted. The plan is not exclusive to senior executives and establishes the broad framework for equity incentives for employees. Shareholders will be able to vote on the terms and conditions of equity grants made to directors (see Item 5 and 6). The overall terms of the award to executives and employees are not considered problematic. However, the recommendation is qualified to highlight the existence of governance concerns for the fact that non-executive directors may participate in the plan.
Telix Pharmaceuticals Limited	TLX	Australia	18/05/2022	Approve Stock Option Plan Grants	Approve Issuance of Managing Director SARs to Christian Behrenbruch	For	For	A vote FOR this resolution is warranted. The LTI grant is linked to performance milestones (ie. marketing approvals for glioblastoma and renal cancer diagnostics) and is ETRD hybrid which is sufficiently aligned with shareholder interests. The quantum of the LTI grant is not excessive and scaled vesting has been introduced for a portion of this LTI grant.
Telix Pharmaceuticals Limited	TLX	Australia	18/05/2022	Approve Stock Option Plan Grants	Approve Issuance of Non-Executive Director SARs to Tiffany Olson	Against	Against	A vote AGAINST this resolution is warranted. The grant of SARs to non-executive directors represents a corporate governance concern given that it is inconsistent with accepted market practice given that this may impact the independent judgment of non-executive directors. The SARs are issued in addition to the non-executive director fees. The market expects director fees paid in cash, while also typically supporting salary-sacrifice arrangements of NED cash fees into shares.
Telix Pharmaceuticals Limited	TLX	Australia	18/05/2022	Ratify Past Issuance of Shares	Ratify Past Issuance of Shares to Sophisticated and Institutional Investors	For	For	A vote FOR this resolution is warranted after considering that this issuance was to fund the company's clinical trial pipeline and additional funds are to be applied to other therapeutic and diagnostic assets, including future pipeline and indication expansion. The level of dilution to non-participating shareholders is 7.9 percent does not raise any material concern.
Telix Pharmaceuticals Limited	TLX	Australia	18/05/2022	Approve Stock Option Plan Grants	Approve Issuance of Employee SARs to Participating Employees	For	For	A vote FOR the issuance of Employee SARs to Participating Employees for the purposes of Listing Rule 7.4 is warranted. The vesting and performance hurdles are well disclosed and sufficiently aligned with shareholder interests.
Telix Pharmaceuticals Limited	TLX	Australia	18/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted. " The proposed amendments to the constitution include wording that explicitly states that the company may conduct meetings by using virtual-only means. " Concerns are raised for any moves to completely eliminate any physical attendance at a meeting. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders. " Constitutional language providing for a hybrid meeting format, which includes physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would reasonably reflect the preferences of shareholders.
Thermo Fisher Scientific Inc.	TMO	USA	18/05/2022	Elect Director	Elect Director Marc N. Casper	For	For	A vote FOR the director nominees is warranted.
Thermo Fisher Scientific Inc.	TMO	USA	18/05/2022	Elect Director	Elect Director Nelson J. Chai	For	For	A vote FOR the director nominees is warranted.
Thermo Fisher Scientific Inc.	TMO	USA	18/05/2022	Elect Director	Elect Director Ruby R. Chandy	For	For	A vote FOR the director nominees is warranted.
Thermo Fisher Scientific Inc.	TMO	USA	18/05/2022	Elect Director	Elect Director C. Martin Harris	For	For	A vote FOR the director nominees is warranted.
Thermo Fisher Scientific Inc.	TMO	USA	18/05/2022	Elect Director	Elect Director Tyler Jacks	For	For	A vote FOR the director nominees is warranted.
Thermo Fisher Scientific Inc.	TMO	USA	18/05/2022	Elect Director	Elect Director R. Alexandra Keith	For	For	A vote FOR the director nominees is warranted.
Thermo Fisher Scientific Inc.	TMO	USA	18/05/2022	Elect Director	Elect Director Jim P. Manzi	For	For	A vote FOR the director nominees is warranted.
Thermo Fisher Scientific Inc.	TMO	USA	18/05/2022	Elect Director	Elect Director James C. Mullen	For	For	A vote FOR the director nominees is warranted.
Thermo Fisher Scientific Inc.	TMO	USA	18/05/2022	Elect Director	Elect Director Lars R. Sorensen	For	For	A vote FOR the director nominees is warranted.
Thermo Fisher Scientific Inc.	TMO	USA	18/05/2022	Elect Director	Elect Director Debra L. Spar	For	For	A vote FOR the director nominees is warranted.
Thermo Fisher Scientific Inc.	TMO	USA	18/05/2022	Elect Director	Elect Director Scott M. Spering	For	For	A vote FOR the director nominees is warranted.
Thermo Fisher Scientific Inc.	TMO	USA	18/05/2022	Elect Director	Elect Director Dion J. Weisler	For	For	A vote FOR the director nominees is warranted.
Thermo Fisher Scientific Inc.	TMO	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review.
Thermo Fisher Scientific Inc.	TMO	USA	18/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
T-Mobile US, Inc.	TMUS	USA	15/06/2022	Elect Director	Elect Director Marcelo Claure	Withhold	Withhold	WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Marcelo Claure, Christian Illek, Raphael Kubler, Thorsten Langheim, Dominique Leroy, and Omar Tazi for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claure, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. WITHHOLD votes for board chair Timotheus (Tim) Hoettges are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted.
T-Mobile US, Inc.	TMUS	USA	15/06/2022	Elect Director	Elect Director G. Michael (Mike) Sievert	Withhold	Withhold	WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Marcelo Claure, Christian Illek, Raphael Kubler, Thorsten Langheim, Dominique Leroy, and Omar Tazi for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claure, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. WITHHOLD votes for board chair Timotheus (Tim) Hoettges are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted.
T-Mobile US, Inc.	TMUS	USA	15/06/2022	Elect Director	Elect Director Teresa A. Taylor	For	For	WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Marcelo Claure, Christian Illek, Raphael Kubler, Thorsten Langheim, Dominique Leroy, and Omar Tazi for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claure, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. WITHHOLD votes for board chair Timotheus (Tim) Hoettges are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted.
T-Mobile US, Inc.	TMUS	USA	15/06/2022	Elect Director	Elect Director Omar Tazi	Withhold	Withhold	WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Marcelo Claure, Christian Illek, Raphael Kubler, Thorsten Langheim, Dominique Leroy, and Omar Tazi for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claure, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. WITHHOLD votes for board chair Timotheus (Tim) Hoettges are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted.

Technology One Limited	TNE	Australia	23/02/2022	Approve the Spill Resolution	Approve Contingent Spill Resolution	Against	Against	A vote AGAINST this proposal is warranted. A board spill is not considered to be in the best interests of the company or shareholders at this present time. Disclosure indicates that the board engaged with key shareholders and proxy advisors to understand and address any ongoing concerns and the board provided its rationale for the use of discretion in the prior year which gave rise to the "first strike" against the remuneration report. The company emphasized that the use of discretion was an historic decision made for FY20 testing and was not repeated for the testing of the FY21 tranches. The company's FY21 results do not warrant any specific concerns in terms of misalignment of LTI vesting and company performance.
Tesseract Limited	TNT	Australia	19/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST this resolution is warranted due to the following: " Unsubstantiated substantial increase to an executive's fixed pay; and" The award of discretionary bonuses to the executives which appears at odds with the company's financial performance and position at year end; and" Unacceptable vesting period and absence of performance hurdles of the LTIs.
Tesseract Limited	TNT	Australia	19/11/2021	Elect Director	Elect Megan Haas as Director	For	For	A vote FOR this nominee is warranted.
Tesseract Limited	TNT	Australia	19/11/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve the Issuance of Up to 10 Percent of the Company's Issued Capital	Against	Against	A vote AGAINST this resolution is warranted because the company did not provide specific reasons for seeking the authority and there appears to be no immediate need for the additional authority based on the company's most recent quarterly cash flow report.
Tesseract Limited	TNT	Australia	19/11/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Shares to Various Parties	For	For	A qualified vote FOR this resolution is warranted because: " The issuance of securities to a vendor as consideration for an acquisition retains some alignment of the vendor with the business and shareholders." The issue of shares as consideration for the services provided assisted the company in conserving its available cash; and" The company has provided a compelling rationale for the Placement, with the proceeds to be allocated as consideration for the strategic acquisitions and deferred acquisition payments. The success of these undertakings may be value accretive to the company and shareholders. Nevertheless, shareholders may be concerned with the substantial dilutive impact of the Placement (i.e., 11.11 percent as at Oct. 3, 2021), and the significant discount of the issue price of shares.
Tesseract Limited	TNT	Australia	19/11/2021	Approve Executive Share Option Plan	Approve Employee Share Option Plan	For	For	A vote FOR this resolution is warranted.
Tesseract Limited	TNT	Australia	19/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve Changes to the Constitution - Virtual General Meetings and Notices to Shareholders	Against	Against	A vote AGAINST this resolution is warranted. The proposed amendments include wording that could permit general meetings to be held by virtual-only means. While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at meetings. Virtual-only meetings may impact shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders. It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic; however, this has been addressed by the temporary relief announced by the Australian Government on Aug. 10, 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and executive documents until March 31, 2022. Accordingly, there appears no benefit to shareholders from approving this provision at present. Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
TPG Telecom Limited	TPG	Australia	3/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted given that there is no material misalignment between pay and performance in FY21 and there were some positive changes made to remuneration practices post-merger to better align with shareholder interests and market practices. The qualification is to highlight concern that quantitative pay for performance analysis indicates a high level of concern for misalignment of pay, performance and shareholder outcomes in FY21 which could be attributed to the legacy retention bonuses as part of the merger transition.
TPG Telecom Limited	TPG	Australia	3/05/2022	Elect Director	Elect Canning Fok as Director	Against	Against	A vote AGAINST the election of Chairman Canning Fok is warranted to highlight overboarding concerns. Votes AGAINST incumbent Nominating Committee chair Helen Nugent are warranted for lack of diversity on the board. A qualified vote FOR the election of Pierre Klotz is warranted given that he is a nominated representative of Vodafone Group Plc, a substantial shareholder holding 11.14 percent of the company's shares. Vodafone Group Plc holds a joint interest in Vodafone Hutchison (Australia) Holdings Limited which is also a substantial shareholder of the company. The recommendation is qualified to highlight that the board is not comprised of a majority of independent directors and Klotz is not classified as independent.
TPG Telecom Limited	TPG	Australia	3/05/2022	Elect Director	Elect Helen Nugent as Director	Against	Against	A vote AGAINST the election of Chairman Canning Fok is warranted to highlight overboarding concerns. Votes AGAINST incumbent Nominating Committee chair Helen Nugent are warranted for lack of diversity on the board. A qualified vote FOR the election of Pierre Klotz is warranted given that he is a nominated representative of Vodafone Group Plc, a substantial shareholder holding 11.14 percent of the company's shares. Vodafone Group Plc holds a joint interest in Vodafone Hutchison (Australia) Holdings Limited which is also a substantial shareholder of the company. The recommendation is qualified to highlight that the board is not comprised of a majority of independent directors and Klotz is not classified as independent.
TPG Telecom Limited	TPG	Australia	3/05/2022	Elect Director	Elect Pierre Klotz as Director	For	For	A vote AGAINST the election of Chairman Canning Fok is warranted to highlight overboarding concerns. Votes AGAINST incumbent Nominating Committee chair Helen Nugent are warranted for lack of diversity on the board. A qualified vote FOR the election of Pierre Klotz is warranted given that he is a nominated representative of Vodafone Group Plc, a substantial shareholder holding 11.14 percent of the company's shares. Vodafone Group Plc holds a joint interest in Vodafone Hutchison (Australia) Holdings Limited which is also a substantial shareholder of the company. The recommendation is qualified to highlight that the board is not comprised of a majority of independent directors and Klotz is not classified as independent.
TPG Telecom Limited	TPG	Australia	3/05/2022	Approve Share Plan Grant	Approve Grant of Deferred Share Rights to Inaki Berroeta	For	For	A vote FOR the grant of deferred share rights to CEO Inaki Berroeta is warranted as this is the deferred STI bonus for FY21 results and the terms and conditions are broadly in line with market. A qualified vote FOR the grant of performance rights to the CEO Inaki Berroeta is warranted. The LTI performance measures incorporating free cashflow and shareholder return objectives over a three-year performance period. This is broadly consistent with market practice and shareholder interests. Concerns are noted that: " The LTI is above the market median for similar sized companies. " The three-year performance period is at the minimum accepted in this market, although larger companies including telco peer, Telstra, have performance periods from 4 and 5 years to better align with longer term shareholder interests, and " The cumulative operating FCF targets are not disclosed, which makes it impossible for shareholders to assess the rigor of targeted performance and alignment with shareholder expectations.
TPG Telecom Limited	TPG	Australia	3/05/2022	Approve Share Plan Grant	Approve Grant of Performance Rights to Inaki Berroeta	For	For	A vote FOR the grant of deferred share rights to CEO Inaki Berroeta is warranted as this is the deferred STI bonus for FY21 results and the terms and conditions are broadly in line with market. A qualified vote FOR the grant of performance rights to the CEO Inaki Berroeta is warranted. The LTI performance measures incorporating free cashflow and shareholder return objectives over a three-year performance period. This is broadly consistent with market practice and shareholder interests. Concerns are noted that: " The LTI is above the market median for similar sized companies. " The three-year performance period is at the minimum accepted in this market, although larger companies including telco peer, Telstra, have performance periods from 4 and 5 years to better align with longer term shareholder interests, and " The cumulative operating FCF targets are not disclosed, which makes it impossible for shareholders to assess the rigor of targeted performance and alignment with shareholder expectations.
Temple & Webster Group Ltd.	TPW	Australia	18/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted as executive pay is not excessive and appears aligned with company performance and shareholder outcomes. However, concerns are raised with respect to the following aspects of the remuneration program: " The CFO's fixed remuneration increase of 34 percent is substantial;" A majority of the STI is based on non-financial performance metrics with unspecified goals;" The STI disclosure is poor as there is no disclosure of the STI targets, gateway thresholds, and actual achievement level under each metric; and" Non-executive director board fees more than doubled in FY21.
Temple & Webster Group Ltd.	TPW	Australia	18/10/2021	Elect Director	Elect Belinda Rowe as Director	For	For	A vote FOR the election of Belinda Rowe (Item 2) and re-election of Stephen Heath (Item 3) is warranted.
Temple & Webster Group Ltd.	TPW	Australia	18/10/2021	Elect Director	Elect Stephen Heath as Director	For	For	A vote FOR the election of Belinda Rowe (Item 2) and re-election of Stephen Heath (Item 3) is warranted.
Temple & Webster Group Ltd.	TPW	Australia	18/10/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A qualified vote FOR this resolution is warranted. The headroom in the existing fee is insufficient if the board seeks to appoint additional directors. This vote recommendation is qualified to highlight concerns that the non-executive director base fees were recently increased by a significant amount and directors had previously received options as part of their remuneration.
Temple & Webster Group Ltd.	TPW	Australia	18/10/2021	Approve Share Plan Grant	Approve Issuance of Restricted Rights to Stephen Heath	For	For	A vote FOR these resolutions is warranted because the proposals are intended to allow directors to salary-sacrifice a portion of their fees to build up their shareholdings and better align with shareholder interests.
Temple & Webster Group Ltd.	TPW	Australia	18/10/2021	Approve Share Plan Grant	Approve Issuance of Restricted Rights to Belinda Rowe	For	For	A vote FOR these resolutions is warranted because the proposals are intended to allow directors to salary-sacrifice a portion of their fees to build up their shareholdings and better align with shareholder interests.
Temple & Webster Group Ltd.	TPW	Australia	18/10/2021	Approve Share Plan Grant	Approve Issuance of Restricted Rights to Conrad Yiu	For	For	A vote FOR these resolutions is warranted because the proposals are intended to allow directors to salary-sacrifice a portion of their fees to build up their shareholdings and better align with shareholder interests.
Trex Company, Inc.	TREX	USA	5/05/2022	Elect Director	Elect Director Bryan H. Fairbanks	For	For	A vote FOR the director nominees is warranted.
Trex Company, Inc.	TREX	USA	5/05/2022	Elect Director	Elect Director Michael F. Golden	For	For	A vote FOR the director nominees is warranted.
Trex Company, Inc.	TREX	USA	5/05/2022	Elect Director	Elect Director Kristine L. Juster	For	For	A vote FOR the director nominees is warranted.
Trex Company, Inc.	TREX	USA	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Trex Company, Inc.	TREX	USA	5/05/2022	Increase Authorized Common Stock	Increase Authorized Common Stock	For	For	A vote FOR this proposal is warranted given that the size of the proposed increase is reasonable and there are no substantial concerns about the company's past use of shares.
Trex Company, Inc.	TREX	USA	5/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Thomson Reuters Corporation	TRI	Canada	8/06/2022	Elect Director	Elect Director David Thomson	For	For	Vote FOR all proposed nominees as no significant concerns are highlighted at this time.
Thomson Reuters Corporation	TRI	Canada	8/06/2022	Elect Director	Elect Director Simon Paris	For	For	Vote FOR all proposed nominees as no significant concerns are highlighted at this time.
Thomson Reuters Corporation	TRI	Canada	8/06/2022	Elect Director	Elect Director Kim M. Rivera	For	For	Vote FOR all proposed nominees as no significant concerns are highlighted at this time.
Thomson Reuters Corporation	TRI	Canada	8/06/2022	Elect Director	Elect Director Barry Salzberg	For	For	Vote FOR all proposed nominees as no significant concerns are highlighted at this time.
Thomson Reuters Corporation	TRI	Canada	8/06/2022	Elect Director	Elect Director Peter J. Thomson	For	For	Vote FOR all proposed nominees as no significant concerns are highlighted at this time.
Thomson Reuters Corporation	TRI	Canada	8/06/2022	Elect Director	Elect Director Beth Wilson	For	For	Vote FOR all proposed nominees as no significant concerns are highlighted at this time.
Thomson Reuters Corporation	TRI	Canada	8/06/2022	Elect Director	Elect Director Steve Hasker	For	For	Vote FOR all proposed nominees as no significant concerns are highlighted at this time.
Thomson Reuters Corporation	TRI	Canada	8/06/2022	Elect Director	Elect Director Kirk E. Arnold	For	For	Vote FOR all proposed nominees as no significant concerns are highlighted at this time.
Thomson Reuters Corporation	TRI	Canada	8/06/2022	Elect Director	Elect Director David W. Binet	For	For	Vote FOR all proposed nominees as no significant concerns are highlighted at this time.
Thomson Reuters Corporation	TRI	Canada	8/06/2022	Elect Director	Elect Director W. Edmund Clark	For	For	Vote FOR all proposed nominees as no significant concerns are highlighted at this time.
Thomson Reuters Corporation	TRI	Canada	8/06/2022	Elect Director	Elect Director LaVerne Council	For	For	Vote FOR all proposed nominees as no significant concerns are highlighted at this time.
Thomson Reuters Corporation	TRI	Canada	8/06/2022	Elect Director	Elect Director Michael E. Daniels	For	For	Vote FOR all proposed nominees as no significant concerns are highlighted at this time.
Thomson Reuters Corporation	TRI	Canada	8/06/2022	Elect Director	Elect Director Kirk Koenigsbauer	For	For	Vote FOR all proposed nominees as no significant concerns are highlighted at this time.

Thomson Reuters Corporation	TRI	Canada	8/06/2022	Elect Director	Elect Director Deanna Oppenheimer	For	For	Vote FOR all proposed nominees as no significant concerns are highlighted at this time.
Thomson Reuters Corporation	TRI	Canada	8/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (16 percent) were reasonable relative to total fees paid to the auditor.
Thomson Reuters Corporation	TRI	Canada	8/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote on Executive Compensation Approach	For	For	Vote FOR this non-binding advisory vote as there are no significant issues at this time.
Trimble Inc.	TRMB	USA	25/05/2022	Elect Director	Elect Director Steven W. Berglund	For	For	A vote FOR the director nominees is warranted.
Trimble Inc.	TRMB	USA	25/05/2022	Elect Director	Elect Director Thomas Sweet	For	For	A vote FOR the director nominees is warranted.
Trimble Inc.	TRMB	USA	25/05/2022	Elect Director	Elect Director Johan Wiberg	For	For	A vote FOR the director nominees is warranted.
Trimble Inc.	TRMB	USA	25/05/2022	Elect Director	Elect Director James C. Dalton	For	For	A vote FOR the director nominees is warranted.
Trimble Inc.	TRMB	USA	25/05/2022	Elect Director	Elect Director Borje Ekholm	For	For	A vote FOR the director nominees is warranted.
Trimble Inc.	TRMB	USA	25/05/2022	Elect Director	Elect Director Ann Fandozzi	For	For	A vote FOR the director nominees is warranted.
Trimble Inc.	TRMB	USA	25/05/2022	Elect Director	Elect Director Kaigham (Ken) Gabriel	For	For	A vote FOR the director nominees is warranted.
Trimble Inc.	TRMB	USA	25/05/2022	Elect Director	Elect Director Meaghan Lloyd	For	For	A vote FOR the director nominees is warranted.
Trimble Inc.	TRMB	USA	25/05/2022	Elect Director	Elect Director Sandra MacQuillan	For	For	A vote FOR the director nominees is warranted.
Trimble Inc.	TRMB	USA	25/05/2022	Elect Director	Elect Director Robert G. Painter	For	For	A vote FOR the director nominees is warranted.
Trimble Inc.	TRMB	USA	25/05/2022	Elect Director	Elect Director Mark S. Peek	For	For	A vote FOR the director nominees is warranted.
Trimble Inc.	TRMB	USA	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although certain concerns are noted, a vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review.
Trimble Inc.	TRMB	USA	25/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Elect Director	Elect Director Glenn R. August	For	For	A vote FOR the director nominees is warranted.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Elect Director	Elect Director Mark S. Bartlett	For	For	A vote FOR the director nominees is warranted.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Elect Director	Elect Director Mary K. Bush	For	For	A vote FOR the director nominees is warranted.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Elect Director	Elect Director Dina Dublin	For	For	A vote FOR the director nominees is warranted.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Elect Director	Elect Director Freeman A. Hrabowski, III	For	For	A vote FOR the director nominees is warranted.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Elect Director	Elect Director Robert F. MacLellan	For	For	A vote FOR the director nominees is warranted.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Elect Director	Elect Director Eileen P. Rominger	For	For	A vote FOR the director nominees is warranted.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Elect Director	Elect Director Robert W. Sharps	For	For	A vote FOR the director nominees is warranted.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Elect Director	Elect Director Robert J. Stevens	For	For	A vote FOR the director nominees is warranted.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Elect Director	Elect Director William J. Stromberg	For	For	A vote FOR the director nominees is warranted.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Elect Director	Elect Director Richard R. Verma	For	For	A vote FOR the director nominees is warranted.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Elect Director	Elect Director Sandra S. Wijnberg	For	For	A vote FOR the director nominees is warranted.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Elect Director	Elect Director Alan D. Wilson	For	For	A vote FOR the director nominees is warranted.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Annual incentives, which represent the largest component of compensation, are guided by a wide-ranging performance assessment but are ultimately determined discretionarily, with limited disclosure of the key determinants of bonus levels. While this issue warrants continued monitoring, CEO pay and company performance are reasonably aligned for the year in review, as the increase in incentive awards directionally aligns with financial and stock price performance. A vote FOR this proposal is therefore warranted. However, a quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of pay program structure and disclosure practices.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
TC Energy Corporation	TRP	Canada	29/04/2022	Elect Director	Elect Director Michael R. Culbert	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
TC Energy Corporation	TRP	Canada	29/04/2022	Elect Director	Elect Director Sim A. Vanasse	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
TC Energy Corporation	TRP	Canada	29/04/2022	Elect Director	Elect Director Thierry Vandal	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
TC Energy Corporation	TRP	Canada	29/04/2022	Elect Director	Elect Director Dheeraj "D" Verma	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
TC Energy Corporation	TRP	Canada	29/04/2022	Elect Director	Elect Director William D. Johnson	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
TC Energy Corporation	TRP	Canada	29/04/2022	Elect Director	Elect Director Susan C. Jones	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
TC Energy Corporation	TRP	Canada	29/04/2022	Elect Director	Elect Director John E. Lowe	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
TC Energy Corporation	TRP	Canada	29/04/2022	Elect Director	Elect Director David MacNaughton	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
TC Energy Corporation	TRP	Canada	29/04/2022	Elect Director	Elect Director Francois L. Poirier	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
TC Energy Corporation	TRP	Canada	29/04/2022	Elect Director	Elect Director Una Power	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
TC Energy Corporation	TRP	Canada	29/04/2022	Elect Director	Elect Director Mary Pat Salomone	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
TC Energy Corporation	TRP	Canada	29/04/2022	Elect Director	Elect Director Indira V. Samarasekera	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
TC Energy Corporation	TRP	Canada	29/04/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (7 percent) were reasonable relative to total fees paid to the auditor.
TC Energy Corporation	TRP	Canada	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote on Executive Compensation Approach	For	For	Vote FOR this non-binding advisory vote as there are no significant issues at this time.
TC Energy Corporation	TRP	Canada	29/04/2022	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	Approve Shareholder Rights Plan	For	For	Vote FOR the shareholder rights plan because it is a "new generation" plan that is structured to protect the interests of shareholders in the event of a bid for their shares.
The Travelers Companies, Inc.	TRV	USA	25/05/2022	Elect Director	Elect Director Alan L. Beller	For	For	A vote FOR the director nominees is warranted.
The Travelers Companies, Inc.	TRV	USA	25/05/2022	Elect Director	Elect Director Janet M. Dolan	For	For	A vote FOR the director nominees is warranted.
The Travelers Companies, Inc.	TRV	USA	25/05/2022	Elect Director	Elect Director Patricia L. Higgins	For	For	A vote FOR the director nominees is warranted.
The Travelers Companies, Inc.	TRV	USA	25/05/2022	Elect Director	Elect Director William J. Kane	For	For	A vote FOR the director nominees is warranted.
The Travelers Companies, Inc.	TRV	USA	25/05/2022	Elect Director	Elect Director Thomas B. Leonardi	For	For	A vote FOR the director nominees is warranted.
The Travelers Companies, Inc.	TRV	USA	25/05/2022	Elect Director	Elect Director Clarence Otis, Jr.	For	For	A vote FOR the director nominees is warranted.
The Travelers Companies, Inc.	TRV	USA	25/05/2022	Elect Director	Elect Director Elizabeth E. Robinson	For	For	A vote FOR the director nominees is warranted.
The Travelers Companies, Inc.	TRV	USA	25/05/2022	Elect Director	Elect Director Philip T. (Pete) Ruegger, III	For	For	A vote FOR the director nominees is warranted.
The Travelers Companies, Inc.	TRV	USA	25/05/2022	Elect Director	Elect Director Rafael Santana	For	For	A vote FOR the director nominees is warranted.
The Travelers Companies, Inc.	TRV	USA	25/05/2022	Elect Director	Elect Director Todd C. Schermerhorn	For	For	A vote FOR the director nominees is warranted.
The Travelers Companies, Inc.	TRV	USA	25/05/2022	Elect Director	Elect Director Alan D. Schmitzer	For	For	A vote FOR the director nominees is warranted.
The Travelers Companies, Inc.	TRV	USA	25/05/2022	Elect Director	Elect Director Laurie J. Thomsen	For	For	A vote FOR the director nominees is warranted.
The Travelers Companies, Inc.	TRV	USA	25/05/2022	Elect Director	Elect Director Bridget van Kralingen	For	For	A vote FOR the director nominees is warranted.
The Travelers Companies, Inc.	TRV	USA	25/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
The Travelers Companies, Inc.	TRV	USA	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST the proposal is warranted. Although the pay program remains relatively unchanged, an unmitigated pay-for-performance misalignment exists for the year in review. The majority of long-term incentives are based on clearly disclosed multi-year goals; however, the value of the CEO's performance year equity award increased while long-term TSRs lagged the S&P 500. In addition, while the annual bonus payout is informed by certain financial metrics with disclosed targets, payouts are ultimately discretionarily determined. Further, the proxy does not disclose target or maximum STI opportunities, threshold or maximum goals, or per-metric weightings. Investors increasingly prefer an STI structure that emphasizes objective and transparent determinations, and the lack of such key disclosures limits transparency into pay decisions, which is particularly important in years in which a quantitative pay-for-performance misalignment is identified.
The Travelers Companies, Inc.	TRV	USA	25/05/2022	Political Lobbying Disclosure	Report on Lobbying Payments and Policy	For	For	A vote FOR this resolution is warranted, as additional information on the company's trade association memberships, payments, and oversight, along with direct lobbying expenditures, would enable shareholders to better assess the company's comprehensive lobbying-related activities and management of related risks and opportunities.
The Travelers Companies, Inc.	TRV	USA	25/05/2022	GHG Emissions	Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting	For	For	A vote FOR this proposal is warranted, because it would help shareholders better evaluate the company's management of climate risks from its underwriting, investment, and insurance activities.
The Travelers Companies, Inc.	TRV	USA	25/05/2022	Report on Climate Change	Adopt Underwriting Policies in Alignment with IEA's Net Zero 2050 Scenario	Against	Against	A vote AGAINST this proposal is warranted because ceasing underwriting new fossil fuel development does not appear to be a standard industry practice in the U.S. at this time.
The Travelers Companies, Inc.	TRV	USA	25/05/2022	Racial Equity and/or Civil Rights Audit	Oversee and Report a Racial Equity Audit	For	For	A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Travelers' efforts to address the issue of any inequality in its workforce and its management of related risks.
The Travelers Companies, Inc.	TRV	USA	25/05/2022	Miscellaneous Proposal - Social	Ensure Policies Do No Support Police Violations of Civil Rights	For	For	A vote FOR this proposal is warranted. Additional information on the company's policies and practices to ensure that its insurance products does not contribute to police brutality against minority populations would help shareholders assess management's oversight of related risks.
Tesco Plc	TSCO	United Kingdom	17/06/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Tesco Plc	TSCO	United Kingdom	17/06/2022	Elect Director	Re-elect Byron Grote as Director	For	For	Item 9 A vote FOR the re-election of Stewart Gilliland is warranted, although it is not without concerns because: * In addition to his role as NED at Tesco plc, NED Stewart Gilliland also holds directorships at three other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the Company. The main reasons for support are: * Stewart Gilliland is due to step down from his role as non-executive chair role at C&C Group plc in July 2022. When he steps down from C&C Group plc, the number of his external mandates will be within the Sustainability Advisory Services International Guidelines. Items 5-8 and 10-15 A vote FOR these Directors is warranted as no material concerns have been identified.
Tesco Plc	TSCO	United Kingdom	17/06/2022	Elect Director	Re-elect Ken Murphy as Director	For	For	Item 9 A vote FOR the re-election of Stewart Gilliland is warranted, although it is not without concerns because: * In addition to his role as NED at Tesco plc, NED Stewart Gilliland also holds directorships at three other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the Company. The main reasons for support are: * Stewart Gilliland is due to step down from his role as non-executive chair role at C&C Group plc in July 2022. When he steps down from C&C Group plc, the number of his external mandates will be within the Sustainability Advisory Services International Guidelines. Items 5-8 and 10-15 A vote FOR these Directors is warranted as no material concerns have been identified.

Tesco Plc	TSCO	United Kingdom	17/06/2022	Elect Director	Re-elect Imran Nawaz as Director	For	For	Item 9 A vote FOR the re-election of Stewart Gilliland is warranted, although it is not without concerns because: " In addition to his role as NED at Tesco plc, NED Stewart Gilliland also holds directorships at three other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the Company. The main reasons for support are: " Stewart Gilliland is due to step down from his role as non-executive chair role at C&C Group plc in July 2022. When he steps down from C&C Group plc, the number of his external mandates will be within the Sustainability Advisory Services International Guidelines. Items 5-8 and 10-15 A vote FOR these Directors is warranted as no material concerns have been identified.
Tesco Plc	TSCO	United Kingdom	17/06/2022	Elect Director	Re-elect Alison Platt as Director	For	For	Item 9 A vote FOR the re-election of Stewart Gilliland is warranted, although it is not without concerns because: " In addition to his role as NED at Tesco plc, NED Stewart Gilliland also holds directorships at three other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the Company. The main reasons for support are: " Stewart Gilliland is due to step down from his role as non-executive chair role at C&C Group plc in July 2022. When he steps down from C&C Group plc, the number of his external mandates will be within the Sustainability Advisory Services International Guidelines. Items 5-8 and 10-15 A vote FOR these Directors is warranted as no material concerns have been identified.
Tesco Plc	TSCO	United Kingdom	17/06/2022	Elect Director	Re-elect Lindsey Pownall as Director	For	For	Item 9 A vote FOR the re-election of Stewart Gilliland is warranted, although it is not without concerns because: " In addition to his role as NED at Tesco plc, NED Stewart Gilliland also holds directorships at three other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the Company. The main reasons for support are: " Stewart Gilliland is due to step down from his role as non-executive chair role at C&C Group plc in July 2022. When he steps down from C&C Group plc, the number of his external mandates will be within the Sustainability Advisory Services International Guidelines. Items 5-8 and 10-15 A vote FOR these Directors is warranted as no material concerns have been identified.
Tesco Plc	TSCO	United Kingdom	17/06/2022	Elect Director	Re-elect Karen Whitworth as Director	For	For	Item 9 A vote FOR the re-election of Stewart Gilliland is warranted, although it is not without concerns because: " In addition to his role as NED at Tesco plc, NED Stewart Gilliland also holds directorships at three other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the Company. The main reasons for support are: " Stewart Gilliland is due to step down from his role as non-executive chair role at C&C Group plc in July 2022. When he steps down from C&C Group plc, the number of his external mandates will be within the Sustainability Advisory Services International Guidelines. Items 5-8 and 10-15 A vote FOR these Directors is warranted as no material concerns have been identified.
Tesco Plc	TSCO	United Kingdom	17/06/2022	Ratify Auditors	Reappoint Deloitte LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Tesco Plc	TSCO	United Kingdom	17/06/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Tesco Plc	TSCO	United Kingdom	17/06/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Tesco Plc	TSCO	United Kingdom	17/06/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Tesco Plc	TSCO	United Kingdom	17/06/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR the proposed remuneration policy is considered warranted, although it is not without concerns because: " The revised policy removes the financial underpin attached to annual bonus awards. The main reasons for support are: " The full bonus remains subject to performance measures and no further material concerns have been identified.
Tesco Plc	TSCO	United Kingdom	17/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Tesco Plc	TSCO	United Kingdom	17/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Tesco Plc	TSCO	United Kingdom	17/06/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Tesco Plc	TSCO	United Kingdom	17/06/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Tesco Plc	TSCO	United Kingdom	17/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted, although it is not without concerns because: " There is scope for more detailed disclosure on the individual objectives which comprise 20% of the total bonus. The main reasons for support are: " Pay is in line with performance and there are no further material issues identified with the implementation report.
Tesco Plc	TSCO	United Kingdom	17/06/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Tesco Plc	TSCO	United Kingdom	17/06/2022	Elect Director	Re-elect John Allan as Director	For	For	Item 9 A vote FOR the re-election of Stewart Gilliland is warranted, although it is not without concerns because: " In addition to his role as NED at Tesco plc, NED Stewart Gilliland also holds directorships at three other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the Company. The main reasons for support are: " Stewart Gilliland is due to step down from his role as non-executive chair role at C&C Group plc in July 2022. When he steps down from C&C Group plc, the number of his external mandates will be within the Sustainability Advisory Services International Guidelines. Items 5-8 and 10-15 A vote FOR these Directors is warranted as no material concerns have been identified.
Tesco Plc	TSCO	United Kingdom	17/06/2022	Elect Director	Re-elect Melissa Bethell as Director	For	For	Item 9 A vote FOR the re-election of Stewart Gilliland is warranted, although it is not without concerns because: " In addition to his role as NED at Tesco plc, NED Stewart Gilliland also holds directorships at three other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the Company. The main reasons for support are: " Stewart Gilliland is due to step down from his role as non-executive chair role at C&C Group plc in July 2022. When he steps down from C&C Group plc, the number of his external mandates will be within the Sustainability Advisory Services International Guidelines. Items 5-8 and 10-15 A vote FOR these Directors is warranted as no material concerns have been identified.
Tesco Plc	TSCO	United Kingdom	17/06/2022	Elect Director	Re-elect Bertrand Bodson as Director	For	For	Item 9 A vote FOR the re-election of Stewart Gilliland is warranted, although it is not without concerns because: " In addition to his role as NED at Tesco plc, NED Stewart Gilliland also holds directorships at three other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the Company. The main reasons for support are: " Stewart Gilliland is due to step down from his role as non-executive chair role at C&C Group plc in July 2022. When he steps down from C&C Group plc, the number of his external mandates will be within the Sustainability Advisory Services International Guidelines. Items 5-8 and 10-15 A vote FOR these Directors is warranted as no material concerns have been identified.
Tesco Plc	TSCO	United Kingdom	17/06/2022	Elect Director	Re-elect Thierry Garnier as Director	For	For	Item 9 A vote FOR the re-election of Stewart Gilliland is warranted, although it is not without concerns because: " In addition to his role as NED at Tesco plc, NED Stewart Gilliland also holds directorships at three other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the Company. The main reasons for support are: " Stewart Gilliland is due to step down from his role as non-executive chair role at C&C Group plc in July 2022. When he steps down from C&C Group plc, the number of his external mandates will be within the Sustainability Advisory Services International Guidelines. Items 5-8 and 10-15 A vote FOR these Directors is warranted as no material concerns have been identified.
Tesco Plc	TSCO	United Kingdom	17/06/2022	Elect Director	Re-elect Stewart Gilliland as Director	For	For	Item 9 A vote FOR the re-election of Stewart Gilliland is warranted, although it is not without concerns because: " In addition to his role as NED at Tesco plc, NED Stewart Gilliland also holds directorships at three other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the Company. The main reasons for support are: " Stewart Gilliland is due to step down from his role as non-executive chair role at C&C Group plc in July 2022. When he steps down from C&C Group plc, the number of his external mandates will be within the Sustainability Advisory Services International Guidelines. Items 5-8 and 10-15 A vote FOR these Directors is warranted as no material concerns have been identified.
Tractor Supply Company	TSCO	USA	11/05/2022	Elect Director	Elect Director Cynthia T. Jamison	For	For	A vote FOR the director nominees is warranted.
Tractor Supply Company	TSCO	USA	11/05/2022	Elect Director	Elect Director Joy Brown	For	For	A vote FOR the director nominees is warranted.
Tractor Supply Company	TSCO	USA	11/05/2022	Elect Director	Elect Director Ricardo Cardenas	For	For	A vote FOR the director nominees is warranted.
Tractor Supply Company	TSCO	USA	11/05/2022	Elect Director	Elect Director Denise L. Jackson	For	For	A vote FOR the director nominees is warranted.
Tractor Supply Company	TSCO	USA	11/05/2022	Elect Director	Elect Director Thomas A. Kingsbury	For	For	A vote FOR the director nominees is warranted.
Tractor Supply Company	TSCO	USA	11/05/2022	Elect Director	Elect Director Ramkumar Krishnan	For	For	A vote FOR the director nominees is warranted.
Tractor Supply Company	TSCO	USA	11/05/2022	Elect Director	Elect Director Harry A. Lawton, III	For	For	A vote FOR the director nominees is warranted.
Tractor Supply Company	TSCO	USA	11/05/2022	Elect Director	Elect Director Edna K. Morris	For	For	A vote FOR the director nominees is warranted.
Tractor Supply Company	TSCO	USA	11/05/2022	Elect Director	Elect Director Mark J. Weikel	For	For	A vote FOR the director nominees is warranted.
Tractor Supply Company	TSCO	USA	11/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Tractor Supply Company	TSCO	USA	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. Annual incentive awards are based primarily on financial performance and equity awards in 2022 will be half performance-conditioned.
Tractor Supply Company	TSCO	USA	11/05/2022	Miscellaneous Proposal - Social	Report on Costs of Low Wages and Inequality and Impact on Diversified Shareholders	For	For	A vote FOR this proposal is warranted, as additional disclosure on the socioeconomic costs of low wages and inequality, as well as their effect on the economy and diversified shareholders would enable shareholders to understand and assess how the company is managing related risks.
Tesla, Inc.	TSLA	USA	7/10/2021	Elect Director	Elect Director James Murdoch	Against	Against	Votes AGAINST directors James Murdoch and Kimbal Musk are warranted due to concerns regarding excessive compensation to named executive officers and to non-executive directors. A vote AGAINST Murdoch is further warranted, in his capacity as a member of the governance committee, given the board's insufficient responsiveness to last year's majority-supported shareholder proposal. A vote AGAINST Murdoch is further warranted, in his capacity as a member of the audit committee, given concerns about the board's risk oversight in light of the pledging of a significant amount of the company's stock by certain directors. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST James Murdoch and Kimbal Musk are warranted for the following reasons: " Given that board chair, Robyn Denholm, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders is not up for election at this year's annual meeting, all board members should be held accountable for poor board and management oversight of ESG risk exposures at the firm.

Tesla, Inc.	TSLA	USA	7/10/2021	Elect Director	Elect Director Kimbal Musk	Against	Against	Votes AGAINST directors James Murdoch and Kimbal Musk are warranted due to concerns regarding excessive compensation to named executive officers and to non-executive directors. A vote AGAINST Murdoch is further warranted, in his capacity as a member of the governance committee, given the board's insufficient responsiveness to last year's majority-supported shareholder proposal. A vote AGAINST Murdoch is further warranted, in his capacity as a member of the audit committee, given concerns about the board's risk oversight in light of the pledging of a significant amount of the company's stock by certain directors. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST James Murdoch and Kimbal Musk are warranted for the following reasons: " Given that board chair, Robyn Denholm, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders is not up for election at this year's annual meeting, all board members should be held accountable for poor board and management oversight of ESG risk exposures at the firm.
Tesla, Inc.	TSLA	USA	7/10/2021	Amend Articles Board-Related	Amend Certificate of Incorporation to Reduce Director Terms to Two Years	For	For	A vote FOR this proposal is warranted, because although it falls short of full board declassification, it is an improvement on the status quo, and the proposal will take effect upon approval with no further action required. Support for Item 5, a shareholder proposal calling for full board declassification, is also warranted.
Tesla, Inc.	TSLA	USA	7/10/2021	Reduce Supermajority Vote Requirement	Eliminate Supermajority Vote Requirements	For	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.
Tesla, Inc.	TSLA	USA	7/10/2021	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Tesla, Inc.	TSLA	USA	7/10/2021	Declassify the Board of Directors	Declassify the Board of Directors	For	For	A vote FOR this proposal is warranted because the declassification would enhance board accountability.
Tesla, Inc.	TSLA	USA	7/10/2021	Report on EEO	Report on Diversity and Inclusion Efforts	For	For	A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of Tesla's diversity, equity and inclusion efforts and management of related risks.
Tesla, Inc.	TSLA	USA	7/10/2021	Mandatory Arbitration on Employment Related Claims	Report on Employee Arbitration	For	For	A vote FOR this proposal is warranted because more information on the impact that the company's standard arbitration provision has on Tesla's employees may bring information to light that could result in improved recruitment, development and retention; and the company has been involved in several recent and related controversies.
Tesla, Inc.	TSLA	USA	7/10/2021	Establish Environmental/Social Issue Board Committee	Assign Responsibility for Strategic Oversight of Human Capital Management to an Independent Board-Level Committee	For	For	A vote FOR this proposal is warranted, as the company has faced human capital management controversies and it is unclear if the company's existing board framework allows for adequate oversight of issues related to human capital management.
Tesla, Inc.	TSLA	USA	7/10/2021	Human Rights Risk Assessment	Additional Reporting on Human Rights	For	For	A vote FOR this resolution is warranted, as the requested report would benefit shareholders by providing them additional means to assess the effectiveness of the company's human rights risk management practices and policies.
Tyson Foods, Inc.	TSN	USA	10/02/2022	Elect Director	Elect Director John H. Tyson	For	For	A vote FOR all director nominees is warranted.
Tyson Foods, Inc.	TSN	USA	10/02/2022	Elect Director	Elect Director Les R. Baledge	For	For	A vote FOR all director nominees is warranted.
Tyson Foods, Inc.	TSN	USA	10/02/2022	Elect Director	Elect Director Mike Beabe	For	For	A vote FOR all director nominees is warranted.
Tyson Foods, Inc.	TSN	USA	10/02/2022	Elect Director	Elect Director Maria Claudia Borrás	For	For	A vote FOR all director nominees is warranted.
Tyson Foods, Inc.	TSN	USA	10/02/2022	Elect Director	Elect Director David J. Bronczek	For	For	A vote FOR all director nominees is warranted.
Tyson Foods, Inc.	TSN	USA	10/02/2022	Elect Director	Elect Director Mike A. Durham	For	For	A vote FOR all director nominees is warranted.
Tyson Foods, Inc.	TSN	USA	10/02/2022	Elect Director	Elect Director Donnie King	For	For	A vote FOR all director nominees is warranted.
Tyson Foods, Inc.	TSN	USA	10/02/2022	Elect Director	Elect Director Jonathan D. Mariner	For	For	A vote FOR all director nominees is warranted.
Tyson Foods, Inc.	TSN	USA	10/02/2022	Elect Director	Elect Director Kevin M. McNamara	For	For	A vote FOR all director nominees is warranted.
Tyson Foods, Inc.	TSN	USA	10/02/2022	Elect Director	Elect Director Cheryl S. Miller	For	For	A vote FOR all director nominees is warranted.
Tyson Foods, Inc.	TSN	USA	10/02/2022	Elect Director	Elect Director Jeffrey K. Schomburger	For	For	A vote FOR all director nominees is warranted.
Tyson Foods, Inc.	TSN	USA	10/02/2022	Elect Director	Elect Director Barbara A. Tyson	For	For	A vote FOR all director nominees is warranted.
Tyson Foods, Inc.	TSN	USA	10/02/2022	Elect Director	Elect Director Noel White	For	For	A vote FOR all director nominees is warranted.
Tyson Foods, Inc.	TSN	USA	10/02/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Tyson Foods, Inc.	TSN	USA	10/02/2022	Recycling	Report on Sustainable Packaging Efforts	For	For	A vote FOR this proposal is warranted, as additional disclosure on the company's metrics and targets related to the use of plastic packaging would allow shareholders to better assess its management of associated financial, environmental, and reputational risks.
TuSimple Holdings Inc.	TSP	USA	9/06/2022	Elect Director	Elect Director Xiaodi Hou	Withhold	Withhold	WITHHOLD votes are warranted for incumbent directors Xiaodi Hou, Bradley (Brad) Buss, and Karen Francis given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents and the pop-up classified board structure, each of which adversely impacts shareholder rights. In the absence of a say-on-pay proposal on ballot, WITHHOLD votes are further warranted for Compensation Committee members Karen Francis and Michelle Sterling due to a pay-for-performance misalignment and the significant equity award vesting acceleration in connection with the former CEO's retirement. Bonuses lack sufficient disclosure and the sizable equity awards to the new CEO lack performance criteria. A vote FOR new nominee Reed Werner is warranted.
TuSimple Holdings Inc.	TSP	USA	9/06/2022	Elect Director	Elect Director Brad Buss	Withhold	Withhold	WITHHOLD votes are warranted for incumbent directors Xiaodi Hou, Bradley (Brad) Buss, and Karen Francis given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents and the pop-up classified board structure, each of which adversely impacts shareholder rights. In the absence of a say-on-pay proposal on ballot, WITHHOLD votes are further warranted for Compensation Committee members Karen Francis and Michelle Sterling due to a pay-for-performance misalignment and the significant equity award vesting acceleration in connection with the former CEO's retirement. Bonuses lack sufficient disclosure and the sizable equity awards to the new CEO lack performance criteria. A vote FOR new nominee Reed Werner is warranted.
TuSimple Holdings Inc.	TSP	USA	9/06/2022	Elect Director	Elect Director Karen C. Francis	Withhold	Withhold	WITHHOLD votes are warranted for incumbent directors Xiaodi Hou, Bradley (Brad) Buss, and Karen Francis given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents and the pop-up classified board structure, each of which adversely impacts shareholder rights. In the absence of a say-on-pay proposal on ballot, WITHHOLD votes are further warranted for Compensation Committee members Karen Francis and Michelle Sterling due to a pay-for-performance misalignment and the significant equity award vesting acceleration in connection with the former CEO's retirement. Bonuses lack sufficient disclosure and the sizable equity awards to the new CEO lack performance criteria. A vote FOR new nominee Reed Werner is warranted.
TuSimple Holdings Inc.	TSP	USA	9/06/2022	Elect Director	Elect Director Michelle M. Sterling	Withhold	Withhold	WITHHOLD votes are warranted for incumbent directors Xiaodi Hou, Bradley (Brad) Buss, and Karen Francis given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents and the pop-up classified board structure, each of which adversely impacts shareholder rights. In the absence of a say-on-pay proposal on ballot, WITHHOLD votes are further warranted for Compensation Committee members Karen Francis and Michelle Sterling due to a pay-for-performance misalignment and the significant equity award vesting acceleration in connection with the former CEO's retirement. Bonuses lack sufficient disclosure and the sizable equity awards to the new CEO lack performance criteria. A vote FOR new nominee Reed Werner is warranted.
TuSimple Holdings Inc.	TSP	USA	9/06/2022	Elect Director	Elect Director Reed B. Werner	For	For	WITHHOLD votes are warranted for incumbent directors Xiaodi Hou, Bradley (Brad) Buss, and Karen Francis given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents and the pop-up classified board structure, each of which adversely impacts shareholder rights. In the absence of a say-on-pay proposal on ballot, WITHHOLD votes are further warranted for Compensation Committee members Karen Francis and Michelle Sterling due to a pay-for-performance misalignment and the significant equity award vesting acceleration in connection with the former CEO's retirement. Bonuses lack sufficient disclosure and the sizable equity awards to the new CEO lack performance criteria. A vote FOR new nominee Reed Werner is warranted.
TuSimple Holdings Inc.	TSP	USA	9/06/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Trane Technologies Plc	TT	Ireland	2/06/2022	Elect Director	Elect Director Kirk E. Arnold	For	For	A vote FOR the director nominees is warranted.
Trane Technologies Plc	TT	Ireland	2/06/2022	Elect Director	Elect Director Ann C. Berzin	For	For	A vote FOR the director nominees is warranted.
Trane Technologies Plc	TT	Ireland	2/06/2022	Elect Director	Elect Director April Miller Boise	For	For	A vote FOR the director nominees is warranted.
Trane Technologies Plc	TT	Ireland	2/06/2022	Elect Director	Elect Director John Bruton	For	For	A vote FOR the director nominees is warranted.
Trane Technologies Plc	TT	Ireland	2/06/2022	Elect Director	Elect Director Jared L. Cohon	For	For	A vote FOR the director nominees is warranted.
Trane Technologies Plc	TT	Ireland	2/06/2022	Elect Director	Elect Director Gary D. Forsee	For	For	A vote FOR the director nominees is warranted.
Trane Technologies Plc	TT	Ireland	2/06/2022	Elect Director	Elect Director Linda P. Hudson	For	For	A vote FOR the director nominees is warranted.
Trane Technologies Plc	TT	Ireland	2/06/2022	Elect Director	Elect Director Myles P. Lee	For	For	A vote FOR the director nominees is warranted.
Trane Technologies Plc	TT	Ireland	2/06/2022	Elect Director	Elect Director David S. Regnery	For	For	A vote FOR the director nominees is warranted.
Trane Technologies Plc	TT	Ireland	2/06/2022	Elect Director	Elect Director John P. Surma	For	For	A vote FOR the director nominees is warranted.
Trane Technologies Plc	TT	Ireland	2/06/2022	Elect Director	Elect Director Tony L. White	For	For	A vote FOR the director nominees is warranted.
Trane Technologies Plc	TT	Ireland	2/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned for the year in review. The new CEO's one-time promotional equity award is half performance conditioned, regular equity grants remain half performance conditioned, and annual incentives remain based primarily on financial performance metrics. Nevertheless, shareholders would benefit from increased disclosure regarding the performance objectives utilized under the individual performance and ESG modifiers for the annual incentive plan, as well as more rigorous relative metrics under the long-term incentive plan, as current metrics target mere median performance.
Trane Technologies Plc	TT	Ireland	2/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Trane Technologies Plc	TT	Ireland	2/06/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorize Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Trane Technologies Plc	TT	Ireland	2/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorize Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Trane Technologies Plc	TT	Ireland	2/06/2022	Authorize Reissuance of Repurchased Shares	Authorize Reissuance of Repurchased Shares	For	For	A vote FOR this resolution is warranted because this is a routine item for companies incorporated in Ireland, and no significant concerns have been identified.
TotalEnergies SE	TTE	France	25/05/2022	Accept Financial Statements and Statutory Reports	Approve Financial Statements and Statutory Reports	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.

TotalEnergies SE	TTE	France	25/05/2022	Remuneration-Related	Approve Compensation Report of Corporate Officers	For	For	A vote FOR this remuneration report is warranted, although the following concerns are raised: " The scope of employees underlying the methodology of the CEO pay ratio remains below the recommended scope by the Afep-Medef code. " The company provides a limited response following shareholders' dissent under Item 13 regarding the chair/CEO's remuneration policy at the previous AGM. The main reasons for support are: " The board provided a response following the shareholders' dissent under the chair/CEO's remuneration policy proposed at the previous AGM. The company gave some feedback about how they answered to shareholders' concern and amend the s chair/CEO's remuneration policy. " The absence of any significant concern.
TotalEnergies SE	TTE	France	25/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Directors	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
TotalEnergies SE	TTE	France	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Patrick Pouyanne, Chairman and CEO	For	For	A vote FOR this remuneration report is warranted, although the following concern is raised: " Under the 2021 LTIP, the overachievement of the relative TSR and net cash flow-based criteria over one year can offset the underperformance of other years. The main reasons for support are: " The improvement of the company's disclosure regarding the previous LTI plans. " The absence of any significant concern.
TotalEnergies SE	TTE	France	25/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Chairman and CEO	For	For	A vote FOR this remuneration policy is warranted, although the following concerns are raised: " The bonus structure would allow a compensation effect between financial parameters in the event of exceptional performance. " The board could maintain the right to acquire performance shares after the departure of the beneficiary within the company; and " The golden hello could represent more than the advantages lost upon leaving prior employment, for particular reasons, within the limits of the exceptional circumstances which remain undisclosed. " The exceptional remuneration is forbidden unless in the event of exceptional circumstances which remain undisclosed. The main reason for support is the absence of any other significant concern.
TotalEnergies SE	TTE	France	25/05/2022	Ratify Auditors	Renew Appointment of Ernst & Young Audit as Auditor	For	For	Votes FOR are warranted because there are no concerns regarding these proposals.
TotalEnergies SE	TTE	France	25/05/2022	Ratify Auditors	Appoint Cabinet PricewaterhouseCoopers Audit as Auditor	For	For	Votes FOR are warranted because there are no concerns regarding these proposals.
TotalEnergies SE	TTE	France	25/05/2022	Management Climate-Related Proposal	Approve Company's Sustainability and Climate Transition Plan	Against	Against	A vote AGAINST this item is warranted. Considering announced increased productions and new production sites, the partial disclosure, and the absence of clear absolute scope 3 reduction targets do not allow proper assessment as to whether the company's plan is robust enough to be in line with its Net Zero ambition by 2050 in line with Paris goal. Additionally, the company has acknowledged that its current targets are not science-based.
TotalEnergies SE	TTE	France	25/05/2022	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value, up to Aggregate Nominal Amount of EUR 2.5 Billion	For	For	Votes FOR the authorizations under Items 17-21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.
TotalEnergies SE	TTE	France	25/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 650 Million	For	For	Votes FOR the authorizations under Items 17-21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.
TotalEnergies SE	TTE	France	25/05/2022	Approve Issuance of Shares for a Private Placement	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 650 Million	For	For	Votes FOR the authorizations under Items 17-21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.
TotalEnergies SE	TTE	France	25/05/2022	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated Financial Statements and Statutory Reports	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
TotalEnergies SE	TTE	France	25/05/2022	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 and 19	For	For	Votes FOR the authorizations under Items 17-21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.
TotalEnergies SE	TTE	France	25/05/2022	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	Votes FOR the authorizations under Items 17-21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.
TotalEnergies SE	TTE	France	25/05/2022	Approve Qualified Employee Stock Purchase Plan	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	A vote FOR the employee stock purchase plans is warranted as its proposed volume respects the recommended guidelines.
TotalEnergies SE	TTE	France	25/05/2022	Approve Reduction in Share Capital	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.
TotalEnergies SE	TTE	France	25/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 2.64 per Share	For	For	A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.
TotalEnergies SE	TTE	France	25/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	Such share buyback programs merit a vote FOR.
TotalEnergies SE	TTE	France	25/05/2022	Approve Special Auditors' Report Regarding Related-Party Transactions	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	A vote FOR this proposal is warranted because the company provided compelling explanations for transactions entered into or carried out during the year under review.
TotalEnergies SE	TTE	France	25/05/2022	Elect Director	Reelect Lise Croteau as Director	Against	Against	Concerns are raised with respect to the elections under Items 6-8 as the Board decided not to include a draft shareholder resolution in the agenda with a limited rationale. A vote FOR the election of Emma de Jonge is warranted (Item 9), as the candidate is supported by the board and represents a larger share of capital. Therefore, votes AGAINST Items A, B and C are warranted. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST Lise Croteau, Jean Lemierre, and Maria van der Hoeven are warranted for the following reasons: " Given that board chair, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders is not up for election at this year's annual meeting, all board members, with the exception of new nominees Emma De Jonge, should be held accountable for poor board and management oversight of ESG risk exposures at the firm.
TotalEnergies SE	TTE	France	25/05/2022	Elect Director	Reelect Maria van der Hoeven as Director	Against	Against	Concerns are raised with respect to the elections under Items 6-8 as the Board decided not to include a draft shareholder resolution in the agenda with a limited rationale. A vote FOR the election of Emma de Jonge is warranted (Item 9), as the candidate is supported by the board and represents a larger share of capital. Therefore, votes AGAINST Items A, B and C are warranted. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST Lise Croteau, Jean Lemierre, and Maria van der Hoeven are warranted for the following reasons: " Given that board chair, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders is not up for election at this year's annual meeting, all board members, with the exception of new nominees Emma De Jonge, should be held accountable for poor board and management oversight of ESG risk exposures at the firm.
TotalEnergies SE	TTE	France	25/05/2022	Elect Director	Reelect Jean Lemierre as Director	Against	Against	Concerns are raised with respect to the elections under Items 6-8 as the Board decided not to include a draft shareholder resolution in the agenda with a limited rationale. A vote FOR the election of Emma de Jonge is warranted (Item 9), as the candidate is supported by the board and represents a larger share of capital. Therefore, votes AGAINST Items A, B and C are warranted. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST Lise Croteau, Jean Lemierre, and Maria van der Hoeven are warranted for the following reasons: " Given that board chair, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders is not up for election at this year's annual meeting, all board members, with the exception of new nominees Emma De Jonge, should be held accountable for poor board and management oversight of ESG risk exposures at the firm.
TotalEnergies SE	TTE	France	25/05/2022	Elect Representative of Employee Shareholders to the Board	Elect Emma De Jonge as Representative of Employee Shareholders to the Board	For	For	Concerns are raised with respect to the elections under Items 6-8 as the Board decided not to include a draft shareholder resolution in the agenda with a limited rationale. A vote FOR the election of Emma de Jonge is warranted (Item 9), as the candidate is supported by the board and represents a larger share of capital. Therefore, votes AGAINST Items A, B and C are warranted. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST Lise Croteau, Jean Lemierre, and Maria van der Hoeven are warranted for the following reasons: " Given that board chair, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders is not up for election at this year's annual meeting, all board members, with the exception of new nominees Emma De Jonge, should be held accountable for poor board and management oversight of ESG risk exposures at the firm.
TotalEnergies SE	TTE	France	25/05/2022	Elect Representative of Employee Shareholders to the Board	Elect Marina Delendik as Representative of Employee Shareholders to the Board	Against	Against	Concerns are raised with respect to the elections under Items 6-8 as the Board decided not to include a draft shareholder resolution in the agenda with a limited rationale. A vote FOR the election of Emma de Jonge is warranted (Item 9), as the candidate is supported by the board and represents a larger share of capital. Therefore, votes AGAINST Items A, B and C are warranted. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST Lise Croteau, Jean Lemierre, and Maria van der Hoeven are warranted for the following reasons: " Given that board chair, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders is not up for election at this year's annual meeting, all board members, with the exception of new nominees Emma De Jonge, should be held accountable for poor board and management oversight of ESG risk exposures at the firm.
TotalEnergies SE	TTE	France	25/05/2022	Elect Representative of Employee Shareholders to the Board	Elect Alexandre Garrot as Representative of Employee Shareholders to the Board	Against	Against	Concerns are raised with respect to the elections under Items 6-8 as the Board decided not to include a draft shareholder resolution in the agenda with a limited rationale. A vote FOR the election of Emma de Jonge is warranted (Item 9), as the candidate is supported by the board and represents a larger share of capital. Therefore, votes AGAINST Items A, B and C are warranted. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST Lise Croteau, Jean Lemierre, and Maria van der Hoeven are warranted for the following reasons: " Given that board chair, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders is not up for election at this year's annual meeting, all board members, with the exception of new nominees Emma De Jonge, should be held accountable for poor board and management oversight of ESG risk exposures at the firm.

TotalEnergies SE	TTE	France	25/05/2022	Elect Representative of Employee Shareholders to the Board	Elect Agueda Marin as Representative of Employee Shareholders to the Board	Against	Against	Concerns are raised with respect to the elections under Items 6-8 as the Board decided not to include a draft shareholder resolution in the agenda with a limited rationale. A vote FOR the election of Emma de Jonge is warranted (Item 9), as the candidate is supported by the board and represents a larger share of capital. Therefore, votes AGAINST Items A, B and C are warranted. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST Lise Croseau, Jean Lemierre, and Maria van der Hoeven are warranted for the following reasons: " Given that board chair, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders is not up for election at this year's annual meeting, all board members, with the exception of new nominees Emma De Jonge, should be held accountable for poor board and management oversight of ESG risk exposures at the firm.
Take-Two Interactive Software, Inc.	TTWO	USA	19/05/2022	Approve Acquisition OR Issue Shares in Connection with Acquisition	Issue Shares in Connection with Merger	For	For	While TTWO shares fell sharply at announcement, shares recovered within two weeks and, despite a subsequent decline, have outperformed the relevant market index since announcement, which dampens the initial price reaction and may provide comfort to shareholders that the market has come around to the merits of the deal. Additionally, the strategic rationale is sound, the merger is expected to provide meaningful cost synergies and potentially significant revenue synergies, and the implied valuation appears fair. As such, support FOR the proposed transaction is warranted.
Take-Two Interactive Software, Inc.	TTWO	USA	19/05/2022	Increase Authorized Common Stock	Increase Authorized Common Stock	For	For	A vote FOR this proposal is warranted, as the size of the proposed increase in authorized common shares is below the allowable threshold and approval of this proposal is a condition to the merger agreement.
Take-Two Interactive Software, Inc.	TTWO	USA	19/05/2022	Adjourn Meeting	Adjourn Meeting	For	For	A vote FOR this agenda item is warranted as the underlying transaction warrants support.
Tufin Software Technologies Ltd.	TUFN	Israel	15/07/2021	Elect Director	Reelect Ohad Finkelstein as Director	For	For	As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.
Tufin Software Technologies Ltd.	TUFN	Israel	15/07/2021	Elect Director	Reelect Brian Gumbel as Director	For	For	As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.
Tufin Software Technologies Ltd.	TUFN	Israel	15/07/2021	Approve Share Plan Grant	Approve Grant of RSUs to Company's Executive Directors	Against	Against	A vote AGAINST this proposal is warranted because the resulting potential level of dilution (22.70 percent) exceeds recommended guidelines.
Tufin Software Technologies Ltd.	TUFN	Israel	15/07/2021	Approve Remuneration Policy	Approve Amended Compensation Policy for the Directors and Officers of the Company	For	For	A vote FOR this item is warranted because the company discloses sufficient information on its compensation policy and there are no known concerns with the amended terms as proposed by the company.
Tufin Software Technologies Ltd.	TUFN	Israel	15/07/2021	Ratify Auditors	Reappoint Kesselman & Kesselman as Auditors	For	For	A vote FOR this proposal to ratify the audit firm is warranted.
Tufin Software Technologies Ltd.	TUFN	Israel	15/07/2021	Receive Financial Statements and Statutory Reports (Non-Voting)	Discuss Financial Statements and the Report of the Board			No vote is required for this item.
Tufin Software Technologies Ltd.	TUFN	Israel	15/07/2021	Indicate Personal Interest in Proposed Agenda Item	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Refer	Against	Shareholders must indicate whether they are controlling shareholders or have a personal interest related to these agenda items, or else their ballots will be disqualified.
Tufin Software Technologies Ltd.	TUFN	Israel	7/06/2022	Approve Merger Agreement	Approve Merger Agreement	For	For	A vote FOR the proposed merger is merited, because: " The merger was approved unanimously by the board and The company disclosed sufficient information on the transaction. " The board has run a transparent sales process with a focus on maximizing offer price. " The purchase price represents a significant premium over the last trading day prior to the transaction announcement. " The offer price is in line with, or above, the estimated value of the fairness opinion. " Market reaction to the announcement was positive. " The form of consideration, wholly in cash, would provide shareholders with certainty of value.
Tufin Software Technologies Ltd.	TUFN	Israel	7/06/2022	If you are X as defined in X, vote FOR. Otherwise, vote against.	Vote FOR to confirm that you are NOT a "Buyer affiliated party" as defined in the proxy statement. Otherwise, vote against. You may not abstain.	Refer	For	Vote FOR to confirm that you are NOT a "Buyer affiliated party" as defined in the proxy statement. Otherwise, vote against. You may not abstain.
Tufin Software Technologies Ltd.	TUFN	Israel	15/07/2021	Adjourn Meeting	Approve Meeting Adjournment	For	For	Vote FOR because the adjournment would not negatively impact shareholders.
Taylor Wimpey Plc	TW	United Kingdom	26/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Taylor Wimpey Plc	TW	United Kingdom	26/04/2022	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Taylor Wimpey Plc	TW	United Kingdom	26/04/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Taylor Wimpey Plc	TW	United Kingdom	26/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Taylor Wimpey Plc	TW	United Kingdom	26/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Taylor Wimpey Plc	TW	United Kingdom	26/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Taylor Wimpey Plc	TW	United Kingdom	26/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Taylor Wimpey Plc	TW	United Kingdom	26/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted in the absence of material concerns.
Taylor Wimpey Plc	TW	United Kingdom	26/04/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Taylor Wimpey Plc	TW	United Kingdom	26/04/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Taylor Wimpey Plc	TW	United Kingdom	26/04/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Taylor Wimpey Plc	TW	United Kingdom	26/04/2022	Elect Director	Re-elect Irene Dornier as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Taylor Wimpey Plc	TW	United Kingdom	26/04/2022	Elect Director	Re-elect Jennie Daly as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Taylor Wimpey Plc	TW	United Kingdom	26/04/2022	Elect Director	Re-elect Chris Carney as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Taylor Wimpey Plc	TW	United Kingdom	26/04/2022	Elect Director	Re-elect Robert Noel as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Taylor Wimpey Plc	TW	United Kingdom	26/04/2022	Elect Director	Re-elect Humphrey Singer as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Taylor Wimpey Plc	TW	United Kingdom	26/04/2022	Elect Director	Re-elect Lord Jitesh Gadhia as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Taylor Wimpey Plc	TW	United Kingdom	26/04/2022	Elect Director	Re-elect Scilla Grimble as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Treasury Wine Estates Limited	TWE	Australia	15/10/2021	Elect Director	Elect Ed Chan as Director	For	For	A qualified vote FOR the re-election of Antonia Korsanos is warranted given her role as a director at Crown Resorts which has been the subject of material performance, corporate governance and stewardship failures identified at various regulatory enquiries.Shareholder support FOR the re-election of all the other nominees is warranted as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Treasury Wine Estates Limited	TWE	Australia	15/10/2021	Elect Director	Elect Warwick Every-Burns as Director	For	For	A qualified vote FOR the re-election of Antonia Korsanos is warranted given her role as a director at Crown Resorts which has been the subject of material performance, corporate governance and stewardship failures identified at various regulatory enquiries.Shareholder support FOR the re-election of all the other nominees is warranted as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Treasury Wine Estates Limited	TWE	Australia	15/10/2021	Elect Director	Elect Garry Hounsell as Director	For	For	A qualified vote FOR the re-election of Antonia Korsanos is warranted given her role as a director at Crown Resorts which has been the subject of material performance, corporate governance and stewardship failures identified at various regulatory enquiries.Shareholder support FOR the re-election of all the other nominees is warranted as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Treasury Wine Estates Limited	TWE	Australia	15/10/2021	Elect Director	Elect Colleen Jay as Director	For	For	A qualified vote FOR the re-election of Antonia Korsanos is warranted given her role as a director at Crown Resorts which has been the subject of material performance, corporate governance and stewardship failures identified at various regulatory enquiries.Shareholder support FOR the re-election of all the other nominees is warranted as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Treasury Wine Estates Limited	TWE	Australia	15/10/2021	Elect Director	Elect Antonia Korsanos as Director	For	For	A qualified vote FOR the re-election of Antonia Korsanos is warranted given her role as a director at Crown Resorts which has been the subject of material performance, corporate governance and stewardship failures identified at various regulatory enquiries.Shareholder support FOR the re-election of all the other nominees is warranted as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Treasury Wine Estates Limited	TWE	Australia	15/10/2021	Elect Director	Elect Lauri Shanahan as Director	For	For	A qualified vote FOR the re-election of Antonia Korsanos is warranted given her role as a director at Crown Resorts which has been the subject of material performance, corporate governance and stewardship failures identified at various regulatory enquiries.Shareholder support FOR the re-election of all the other nominees is warranted as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Treasury Wine Estates Limited	TWE	Australia	15/10/2021	Elect Director	Elect Paul Rayner as Director	For	For	A qualified vote FOR the re-election of Antonia Korsanos is warranted given her role as a director at Crown Resorts which has been the subject of material performance, corporate governance and stewardship failures identified at various regulatory enquiries.Shareholder support FOR the re-election of all the other nominees is warranted as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Treasury Wine Estates Limited	TWE	Australia	15/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted given that there does not appear to be any material disconnect between pay and performance and shareholder outcomes. The company's remuneration structure is broadly unchanged from prior years. Executive fixed remuneration and director fees did not increase. CEO incentive awards are at lower levels than the previous CEO and there was nil LTI vesting to reflect the weaker shareholder outcomes.Concerns are observed including: " Bonus outcomes are difficult for shareholders to discern given the persisting absence of disclosure of specific and quantified STI hurdles, reflecting an inferior practice to many large ASX-listed entities and inconsistent with the good governance expectations of many shareholders." Adjustment by the company to STI targets mid-year exacerbated concerns for high STI bonuses in FY21 after nil STI bonuses in the prior year." The relative TSR measure in the LTI Plan has a lower weighting at 25 percent and may lead to a misalignment of executive reward with shareholder interests, and" A discretionary one-off LTI grant was awarded to the Chief Financial Officer with no disclosure provided of the board's rationale.

Treasury Wine Estates Limited	TWE	Australia	15/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Tim Ford	For	For	A vote FOR this grant of performance rights to the CEO is warranted. The structure of the award is consistent with prior year and in line with market, with a three-year performance period, no re-testing, no dividends on unvested shares and use of face value to determine the number of rights allocated. Concerns are noted that: "The quantum of the award is higher than median of peers." There is a lower weighting to the relative TSR measure with the vesting scale increased to permit higher vesting at threshold compared to prior grants at this company." ROCE growth hurdles have been reduced, and" The discretion afforded to the Board to adjust the ROCE performance conditions.
Twitter, Inc.	TWTR	USA	25/05/2022	Elect Director	Elect Director Egon Durban	Against	Against	A vote AGAINST Egon Durban is warranted for serving as a director on more than five public company boards. A vote FOR Patrick Pichette is warranted.
Twitter, Inc.	TWTR	USA	25/05/2022	Elect Director	Elect Director Patrick Pichette	For	For	A vote AGAINST Egon Durban is warranted for serving as a director on more than five public company boards. A vote FOR Patrick Pichette is warranted.
Twitter, Inc.	TWTR	USA	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted, due to disclosure and incentive program design concerns. The LTI program's financial component utilizes only a one-year measurement period and shares a metric with the STI program. The LTI program's relative TSR metric targets merely median performance and the proxy does not disclose a vesting cap for negative absolute TSR. Further, the new CEO received a large promotion award that lacks performance-vesting criteria. Some investors may question the magnitude and design of special one-time awards to NEOs, which carry significant stock appreciation targets but do not also require relative TSR outperformance. Finally, the STI program has poor disclosure around diversity targets and individual performance assessments.
Twitter, Inc.	TWTR	USA	25/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Twitter, Inc.	TWTR	USA	25/05/2022	Declassify the Board of Directors	Declassify the Board of Directors	For	For	A vote FOR this proposal is warranted as it would enhance board accountability to shareholders and its submission to a vote again this year demonstrates a commitment to shareholders' interests on the part of management.
Twitter, Inc.	TWTR	USA	25/05/2022	Labor Issues - Discrimination and Miscellaneous	Report on Risks Associated with Use of Concealment Clauses	For	For	A vote FOR this proposal is warranted because more information on the impact that the company's use of concealment clauses has on Twitter's employees may bring information to light that could result in improved recruitment, development and retention.
Twitter, Inc.	TWTR	USA	25/05/2022	Require Environmental/Social Issue Qualifications for Director Nominees	Nominate Candidate for Board Elections with Human and/or Civil Rights Expertise	For	For	A vote FOR this resolution is warranted. A director with human and/or civil rights expertise as a core part of their previous professional experience, training, or education, would be of value to Twitter given the human rights risks of its current general operations. Such a director could enhance the board's oversight of human rights-related risks.
Twitter, Inc.	TWTR	USA	25/05/2022	Miscellaneous -- Environmental & Social Counterproposal	Commission a Workplace Non-Discrimination Audit	Against	Against	A vote AGAINST this resolution is warranted, as the company has enhanced reporting around its diversity and inclusion initiatives, workplace composition, and relevant disclosures that allow shareholders to track the company's progress and policies on civil rights.
Twitter, Inc.	TWTR	USA	25/05/2022	Political Contributions Disclosure	Report on Political Contributions	For	For	A vote FOR this resolution is warranted, as reporting on the company's political contributions and policies would benefit shareholders in assessing its management of related risks.
Twitter, Inc.	TWTR	USA	25/05/2022	Political Lobbying Disclosure	Report on Lobbying Payments and Policy	For	For	A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.
Texas Instruments Incorporated	TXN	USA	28/04/2022	Elect Director	Elect Director Mark A. Blinn	For	For	A vote FOR the director nominees is warranted.
Texas Instruments Incorporated	TXN	USA	28/04/2022	Elect Director	Elect Director Todd M. Bluedorn	For	For	A vote FOR the director nominees is warranted.
Texas Instruments Incorporated	TXN	USA	28/04/2022	Elect Director	Elect Director Janet F. Clark	For	For	A vote FOR the director nominees is warranted.
Texas Instruments Incorporated	TXN	USA	28/04/2022	Elect Director	Elect Director Carrie S. Cox	For	For	A vote FOR the director nominees is warranted.
Texas Instruments Incorporated	TXN	USA	28/04/2022	Elect Director	Elect Director Martin S. Craighhead	For	For	A vote FOR the director nominees is warranted.
Texas Instruments Incorporated	TXN	USA	28/04/2022	Elect Director	Elect Director Jean M. Hobby	For	For	A vote FOR the director nominees is warranted.
Texas Instruments Incorporated	TXN	USA	28/04/2022	Elect Director	Elect Director Michael D. Hsu	For	For	A vote FOR the director nominees is warranted.
Texas Instruments Incorporated	TXN	USA	28/04/2022	Elect Director	Elect Director Hawn Ilan	For	For	A vote FOR the director nominees is warranted.
Texas Instruments Incorporated	TXN	USA	28/04/2022	Elect Director	Elect Director Ronald Kirk	For	For	A vote FOR the director nominees is warranted.
Texas Instruments Incorporated	TXN	USA	28/04/2022	Elect Director	Elect Director Pamela H. Patsley	For	For	A vote FOR the director nominees is warranted.
Texas Instruments Incorporated	TXN	USA	28/04/2022	Elect Director	Elect Director Robert E. Sanchez	For	For	A vote FOR the director nominees is warranted.
Texas Instruments Incorporated	TXN	USA	28/04/2022	Elect Director	Elect Director Richard K. Templeton	For	For	A vote FOR the director nominees is warranted.
Texas Instruments Incorporated	TXN	USA	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. The company continues to grant annual incentive awards according to a non-formulaic subjective review of company performance, and the long-term incentive awards are entirely time-based, lacking any long-term performance conditions. Nevertheless, CEO pay and company performance remain reasonably aligned at this time.
Texas Instruments Incorporated	TXN	USA	28/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Texas Instruments Incorporated	TXN	USA	28/04/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted, as lowering the threshold to call special meetings would enhance the rights of shareholders.
Textron Inc.	TXT	USA	27/04/2022	Elect Director	Elect Director Scott C. Donnelly	For	For	A vote FOR the director nominees is warranted.
Textron Inc.	TXT	USA	27/04/2022	Elect Director	Elect Director Richard F. Ambrose	For	For	A vote FOR the director nominees is warranted.
Textron Inc.	TXT	USA	27/04/2022	Elect Director	Elect Director Kathleen M. Bader	For	For	A vote FOR the director nominees is warranted.
Textron Inc.	TXT	USA	27/04/2022	Elect Director	Elect Director R. Kerry Clark	For	For	A vote FOR the director nominees is warranted.
Textron Inc.	TXT	USA	27/04/2022	Elect Director	Elect Director James T. Conway	For	For	A vote FOR the director nominees is warranted.
Textron Inc.	TXT	USA	27/04/2022	Elect Director	Elect Director Ralph D. Heath	For	For	A vote FOR the director nominees is warranted.
Textron Inc.	TXT	USA	27/04/2022	Elect Director	Elect Director Deborah Lee James	For	For	A vote FOR the director nominees is warranted.
Textron Inc.	TXT	USA	27/04/2022	Elect Director	Elect Director Lionel L. Nowell, III	For	For	A vote FOR the director nominees is warranted.
Textron Inc.	TXT	USA	27/04/2022	Elect Director	Elect Director James L. Ziemer	For	For	A vote FOR the director nominees is warranted.
Textron Inc.	TXT	USA	27/04/2022	Elect Director	Elect Director Maria T. Zuber	For	For	A vote FOR the director nominees is warranted.
Textron Inc.	TXT	USA	27/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR the proposal is warranted. The STI program was based entirely on pre-set objective metrics with a clearly disclosed payout formula and target goals. The LTI program was targeted to award half performance equity that now utilizes a three-year performance period, in response to investor feedback. Further, the compensation committee used its discretion to lower the vesting percentage of a previously granted PSU award. However, continued monitoring of the company's goal-setting practices is warranted, as a financial metric target in the STI was set below the prior year's actual performance, while no forward-looking targets in the LTI are disclosed.
Textron Inc.	TXT	USA	27/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Textron Inc.	TXT	USA	27/04/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.
Tyler Technologies, Inc.	TYL	USA	12/05/2022	Elect Director	Elect Director Glenn A. Carter	For	For	A vote FOR the director nominees is warranted.
Tyler Technologies, Inc.	TYL	USA	12/05/2022	Elect Director	Elect Director Brenda A. Cline	For	For	A vote FOR the director nominees is warranted.
Tyler Technologies, Inc.	TYL	USA	12/05/2022	Elect Director	Elect Director Ronnie D. Hawkins, Jr.	For	For	A vote FOR the director nominees is warranted.
Tyler Technologies, Inc.	TYL	USA	12/05/2022	Elect Director	Elect Director Mary L. Landrieu	For	For	A vote FOR the director nominees is warranted.
Tyler Technologies, Inc.	TYL	USA	12/05/2022	Elect Director	Elect Director John S. Marr, Jr.	For	For	A vote FOR the director nominees is warranted.
Tyler Technologies, Inc.	TYL	USA	12/05/2022	Elect Director	Elect Director H. Lynn Moore, Jr.	For	For	A vote FOR the director nominees is warranted.
Tyler Technologies, Inc.	TYL	USA	12/05/2022	Elect Director	Elect Director Daniel M. Pope	For	For	A vote FOR the director nominees is warranted.
Tyler Technologies, Inc.	TYL	USA	12/05/2022	Elect Director	Elect Director Dustin R. Womble	For	For	A vote FOR the director nominees is warranted.
Tyler Technologies, Inc.	TYL	USA	12/05/2022	Amend Articles/Charter Governance-Related	Approve Vote Threshold Amendment for Mergers, Share Exchanges, and Certain Other Transactions	For	For	A vote FOR this proposal is warranted given that the explicit provision of a majority vote requirement to approve mergers, share exchanges and certain other transactions would enhance shareholder rights.
Tyler Technologies, Inc.	TYL	USA	12/05/2022	Provide Right to Call Special Meeting	Provide Right to Call Special Meeting	For	For	A vote FOR this proposal is warranted. As the company does not currently provide shareholders with the ability to call special meetings, this provision would represent an enhancement to shareholder's rights.
Tyler Technologies, Inc.	TYL	USA	12/05/2022	Provide Right to Act by Written Consent	Provide Right to Act by Written Consent	For	For	A vote FOR this proposal is warranted given that the ability to act by written consent would give shareholders an additional means to act on matters between annual meetings. Additionally, the company does not have a shareholder who could abuse the written consent right.
Tyler Technologies, Inc.	TYL	USA	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are based completely on pre-set financial performance and approximately half of long-term incentives are performance-conditioned and use a multi-year performance period.
Tyler Technologies, Inc.	TYL	USA	12/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Tyro Payments Limited	TYR	Australia	3/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted given that there is no material misalignment between pay and financial results, the company has provided adequate STI disclosure, and LTI generally conforms with market practice and shareholder requirements. The following concerns are raised: "The CEO's FY21 fixed annual remuneration, which includes travel allowance, is high and the company benchmarks total remuneration between the 50th and 75th percentile of the comparator groups. Above median benchmarking has a ratcheting effect on executive compensation without a link to company performance; and" There is no performance measure in the LTI linked to outperformance relative to peers, raising the possibility that executives are rewarded for market movements rather than outperformance against peers.
Tyro Payments Limited	TYR	Australia	3/11/2021	Elect Director	Elect David Fite as Director	For	For	A vote FOR the election of independent non-executive directors David Fite, Fiona Pak-Poy, and Aliza Knox is warranted as no material issues have been identified regarding board and committee composition resulting from their nomination.
Tyro Payments Limited	TYR	Australia	3/11/2021	Elect Director	Elect Fiona Pak-Poy as Director	For	For	A vote FOR the election of independent non-executive directors David Fite, Fiona Pak-Poy, and Aliza Knox is warranted as no material issues have been identified regarding board and committee composition resulting from their nomination.
Tyro Payments Limited	TYR	Australia	3/11/2021	Elect Director	Elect Aliza Knox as Director	For	For	A vote FOR the election of independent non-executive directors David Fite, Fiona Pak-Poy, and Aliza Knox is warranted as no material issues have been identified regarding board and committee composition resulting from their nomination.
Tyro Payments Limited	TYR	Australia	3/11/2021	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Grant of Remuneration Sacrifice Rights to Aliza Knox under the Remuneration Sacrifice Rights Plan	For	For	A vote FOR this resolution is warranted. This offers tax deferral benefits to new director Aliza Knox and creates an alignment of non-executive director cash remuneration which may be sacrificed into equity.
Tyro Payments Limited	TYR	Australia	3/11/2021	Approve Share Plan Grant	Approve Grant of Service Rights to Robbie Cooke	For	For	A vote FOR this resolution is warranted given the service rights represent 25 percent of the CEO's FY21 STI, which will improve alignment of the STI bonus with longer term shareholder interests. A vote FOR this resolution is warranted. The grant broadly conforms with market practice and shareholder requirements. The quantum is not excessive, performance period is at the minimum accepted in this market of three years, and the performance hurdles are sufficiently demanding.

Tyro Payments Limited	TYR	Australia	3/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Robbie Cooke	For	For	A vote FOR this resolution is warranted given the service rights represent 25 percent of the CEO's FY21 STI, which will improve alignment of the STI bonus with longer term shareholder interests. A vote FOR this resolution is warranted. The grant broadly conforms with market practice and shareholder requirements. The quantum is not excessive, performance period is at the minimum accepted in this market of three years, and the performance hurdles are sufficiently demanding.
United Overseas Bank Limited (Singapore)	U11	Singapore	21/04/2022	Accept Financial Statements and Statutory Reports	Adopt Financial Statements and Directors' and Auditors' Reports	For	For	In the absence of any known issues concerning the company's audited accounts and financial statements, a vote FOR this resolution is warranted.
United Overseas Bank Limited (Singapore)	U11	Singapore	21/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	For	A vote FOR this resolution is warranted because the issuance request without preemptive rights is within the recommended limit.
United Overseas Bank Limited (Singapore)	U11	Singapore	21/04/2022	Approve Stock Dividend Program	Approve Issuance of Shares Pursuant to the UOB Scrip Dividend Scheme	For	For	A vote FOR this resolution is warranted given that this is a routine dividend proposal.
United Overseas Bank Limited (Singapore)	U11	Singapore	21/04/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	A vote FOR this resolution is warranted given that the size and pricing provisions of the proposed repurchase mandate are within the recommended limits.
United Overseas Bank Limited (Singapore)	U11	Singapore	21/04/2022	Amend Restricted Stock Plan	Approve Alterations to the UOB Restricted Share Plan	For	For	A vote FOR this resolution is warranted given that the overall terms of the Plan, along with the proposed alterations, are deemed reasonable.
United Overseas Bank Limited (Singapore)	U11	Singapore	21/04/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
United Overseas Bank Limited (Singapore)	U11	Singapore	21/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Directors' Fees	For	For	Director fees in Singapore are usually reasonable. In the absence of known concerns over director fees at the company, a vote FOR this proposal is warranted.
United Overseas Bank Limited (Singapore)	U11	Singapore	21/04/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
United Overseas Bank Limited (Singapore)	U11	Singapore	21/04/2022	Elect Director	Elect Michael Lien Jown Leam as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
United Overseas Bank Limited (Singapore)	U11	Singapore	21/04/2022	Elect Director	Elect Wee Ee Lim as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
United Overseas Bank Limited (Singapore)	U11	Singapore	21/04/2022	Elect Director	Elect Tracey Woon Kim Hong as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
United Overseas Bank Limited (Singapore)	U11	Singapore	21/04/2022	Elect Director	Elect Dinh Ba Thanh as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
United Overseas Bank Limited (Singapore)	U11	Singapore	21/04/2022	Elect Director	Elect Teo Lay Lim as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Under Armour, Inc.	UAA	USA	11/05/2022	Elect Director	Elect Director Kevin A. Plank	For	For	A vote FOR the director nominees is warranted.
Under Armour, Inc.	UAA	USA	11/05/2022	Elect Director	Elect Director Harvey L. Sanders	For	For	A vote FOR the director nominees is warranted.
Under Armour, Inc.	UAA	USA	11/05/2022	Elect Director	Elect Director Douglas E. Coltharp	For	For	A vote FOR the director nominees is warranted.
Under Armour, Inc.	UAA	USA	11/05/2022	Elect Director	Elect Director Jerri L. DeVard	For	For	A vote FOR the director nominees is warranted.
Under Armour, Inc.	UAA	USA	11/05/2022	Elect Director	Elect Director Mohamed A. El-Erian	For	For	A vote FOR the director nominees is warranted.
Under Armour, Inc.	UAA	USA	11/05/2022	Elect Director	Elect Director Patrik Frisk	For	For	A vote FOR the director nominees is warranted.
Under Armour, Inc.	UAA	USA	11/05/2022	Elect Director	Elect Director David W. Gibbs	For	For	A vote FOR the director nominees is warranted.
Under Armour, Inc.	UAA	USA	11/05/2022	Elect Director	Elect Director Karen W. Katz	For	For	A vote FOR the director nominees is warranted.
Under Armour, Inc.	UAA	USA	11/05/2022	Elect Director	Elect Director Westley Moore	For	For	A vote FOR the director nominees is warranted.
Under Armour, Inc.	UAA	USA	11/05/2022	Elect Director	Elect Director Eric T. Olson	For	For	A vote FOR the director nominees is warranted.
Under Armour, Inc.	UAA	USA	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Consents regarding the entirely time-based equity awards granted during the year in review are mitigated by the company's plan to return to its pre-pandemic practice of granting 50 percent time-based and 50 percent performance-based stock awards. Additionally, the CEO's target equity award will be reduced to \$7 million compared to the \$10 million award granted during FY2021. Finally, the majority of the CEO's annual incentive award is conditioned on objective financial performance metrics, and CEO pay and company performance are reasonably aligned during the year in review.
Under Armour, Inc.	UAA	USA	11/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
United Airlines Holdings, Inc.	UAL	USA	25/05/2022	Elect Director	Elect Director Carolyn Corvi	For	For	A vote FOR the director nominees is warranted.
United Airlines Holdings, Inc.	UAL	USA	25/05/2022	Elect Director	Elect Director Matthew Friend	For	For	A vote FOR the director nominees is warranted.
United Airlines Holdings, Inc.	UAL	USA	25/05/2022	Elect Director	Elect Director Barney Harford	For	For	A vote FOR the director nominees is warranted.
United Airlines Holdings, Inc.	UAL	USA	25/05/2022	Elect Director	Elect Director Michele J. Hooper	For	For	A vote FOR the director nominees is warranted.
United Airlines Holdings, Inc.	UAL	USA	25/05/2022	Elect Director	Elect Director Walter Isaacson	For	For	A vote FOR the director nominees is warranted.
United Airlines Holdings, Inc.	UAL	USA	25/05/2022	Elect Director	Elect Director James A. C. Kennedy	For	For	A vote FOR the director nominees is warranted.
United Airlines Holdings, Inc.	UAL	USA	25/05/2022	Elect Director	Elect Director J. Scott Kirby	For	For	A vote FOR the director nominees is warranted.
United Airlines Holdings, Inc.	UAL	USA	25/05/2022	Elect Director	Elect Director Edward M. Philip	For	For	A vote FOR the director nominees is warranted.
United Airlines Holdings, Inc.	UAL	USA	25/05/2022	Elect Director	Elect Director Edward L. Shapiro	For	For	A vote FOR the director nominees is warranted.
United Airlines Holdings, Inc.	UAL	USA	25/05/2022	Elect Director	Elect Director Laysha Ward	For	For	A vote FOR the director nominees is warranted.
United Airlines Holdings, Inc.	UAL	USA	25/05/2022	Elect Director	Elect Director James M. Whitehurst	For	For	A vote FOR the director nominees is warranted.
United Airlines Holdings, Inc.	UAL	USA	25/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
United Airlines Holdings, Inc.	UAL	USA	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Although equity grants in FY21 were largely time-based with performance shares subject to an annual measurement period, this design was a result of CARES Act restrictions. The company intends for the compensation program to return to its traditional pre-pandemic design in FY22.
United Airlines Holdings, Inc.	UAL	USA	25/05/2022	Political Lobbying Disclosure	Report on Lobbying Payments and Policy	For	For	A vote FOR this resolution is warranted, as additional information on the company's trade association memberships, payments, and oversight, along with direct lobbying expenditures, would enable shareholders to better assess the company's comprehensive lobbying-related activities and management of related risks and opportunities.
AgEagle Aerial Systems Inc.	UAVS	USA	16/06/2022	Elect Director	Elect Director Barrett Mooney	For	For	WITHHOLD votes are warranted for incumbent Nominating Committee chair Thomas Gardner for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
AgEagle Aerial Systems Inc.	UAVS	USA	16/06/2022	Elect Director	Elect Director Grant Begley	For	For	WITHHOLD votes are warranted for incumbent Nominating Committee chair Thomas Gardner for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
AgEagle Aerial Systems Inc.	UAVS	USA	16/06/2022	Elect Director	Elect Director Luisa Ingarjola	For	For	WITHHOLD votes are warranted for incumbent Nominating Committee chair Thomas Gardner for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
AgEagle Aerial Systems Inc.	UAVS	USA	16/06/2022	Elect Director	Elect Director Thomas Gardner	Withhold	Withhold	WITHHOLD votes are warranted for incumbent Nominating Committee chair Thomas Gardner for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
AgEagle Aerial Systems Inc.	UAVS	USA	16/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
AgEagle Aerial Systems Inc.	UAVS	USA	16/06/2022	Ratify Auditors	Ratify WithumSmith+Brown, PC as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
UniCredit SpA	UCG	Italy	8/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	These items warrant a vote FOR because: * There are no specific concerns with the company's account. * The proposed payout ratio is acceptable. * The company has provided full disclosure on the proposals.
UniCredit SpA	UCG	Italy	8/04/2022	Approve/Amend Executive Incentive Bonus Plan	Amend Group Incentive Systems	For	For	Vote FOR this item as the company has provided sufficient information and the proposed amendments are uncontroversial.
UniCredit SpA	UCG	Italy	8/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income	For	For	These items warrant a vote FOR because: * There are no specific concerns with the company's account. * The proposed payout ratio is acceptable. * The company has provided full disclosure on the proposals.
UniCredit SpA	UCG	Italy	8/04/2022	Approve Standard Accounting Transfers	Approve Elimination of Negative Reserves	For	For	These items warrant a vote FOR because: * There are no specific concerns with the company's account. * The proposed payout ratio is acceptable. * The company has provided full disclosure on the proposals.
UniCredit SpA	UCG	Italy	8/04/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	These items warrant a vote FOR because: * The repurchase limit of up to 10 percent of outstanding issued share capital is respected. * The holding limit of up to 10 percent of share capital in treasury is respected. * The proposed cancellation of treasury shares could potentially increase the value of each share and shares' profitability.
UniCredit SpA	UCG	Italy	8/04/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Slate 1 Submitted by Allianz Finance II Luxembourg Sarl	For	For	This item warrants a vote FOR because: * Shareholders can support only one slate. * All proposed candidates under both slates possess the professional experience to fulfill their role of statutory auditors. * With only two slates presented, candidates are not competing for the same spots on the board of internal auditors. * The second most voted slate will appoint the Chair of the board of internal auditors. As such supporting this slate will increase the chances that the Chair of the board of internal auditors will be elected from Slate 2, presented by a group of institutional investors through Assogestioni. * Supporting this slate would ensure that all statutory auditors are elected through the slate election mechanism, with no uncertainty on the vote outcome.
UniCredit SpA	UCG	Italy	8/04/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Slate 2 Submitted by Institutional Investors (Assogestioni)	Against	Against	This item warrants a vote AGAINST because: * Shareholders can support only one slate. * All proposed candidates under both slates possess the professional experience to fulfill their role of statutory auditors. * With only two slates presented, candidates are not competing for the same spots on the board of internal auditors. * The second most voted slate will appoint the Chair of the board of internal auditors. As such supporting slate 1 will increase the chances that the Chair of the board of internal auditors will be elected from Slate 2, presented by a group of institutional investors through Assogestioni. * Supporting Slate 1 would ensure that all statutory auditors are elected through the slate election mechanism, with no uncertainty on the vote outcome. Institutional investors who have contributed to present this slate through Assogestioni may want to make sure that they support the slate proposed under this item in order to prevent possible allegation of links with the slate submitted by the board.
UniCredit SpA	UCG	Italy	8/04/2022	Company-Specific Board-Related	Approve Internal Auditors' Remuneration	For	For	This item warrants a vote FOR because the proposed remuneration has been disclosed, and no concerns have been noticed.

UniCredit SpA	UCG	Italy	8/04/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A qualified FOR Item 7 (Approve Remuneration Policy) is warranted because of the problematic pay package of the CEO, the excessive terms of the severance agreement, and insufficient responsiveness to high dissent to the votes in 2021 on the severance payment policy. Furthermore, support is warranted because the remuneration policy framework is an improvement for the CEO in 2022 (where CEO remuneration will be also performance based) compared to 2021 (when CEO remuneration was not performance based). A vote FOR Item 9 (Approve 2022 Group Incentive System) is warranted because: * Dilution is reasonable relative to market practice. * The performance conditions are deemed sufficiently challenging. * The performance period is considered sufficient to align beneficiaries and shareholders' interests on the long term; * The board's remuneration committee comprises non-executive board members only, with a majority of independents.
UniCredit SpA	UCG	Italy	8/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Second Section of the Remuneration Report	For	For	Considering the concern on the special grant to the CEO was targeted last year under the remuneration policy, this item warrants a vote FOR because the 2021 compensation practices do not raise concerns. However, qualified support is warranted as 2021 was the year when CEO Orcel received the outsized grant with no performance conditions as discussed in last year report.
UniCredit SpA	UCG	Italy	8/04/2022	Approve/Amend Executive Incentive Bonus Plan	Approve 2022 Group Incentive System	For	For	A qualified FOR Item 7 (Approve Remuneration Policy) is warranted because of the problematic pay package of the CEO, the excessive terms of the severance agreement, and insufficient responsiveness to high dissent to the votes in 2021 on the severance payment policy. Furthermore, support is warranted because the remuneration policy framework is an improvement for the CEO in 2022 (where CEO remuneration will be also performance based) compared to 2021 (when CEO remuneration was not performance based). A vote FOR Item 9 (Approve 2022 Group Incentive System) is warranted because: * Dilution is reasonable relative to market practice. * The performance conditions are deemed sufficiently challenging. * The performance period is considered sufficient to align beneficiaries and shareholders' interests on the long term; * The board's remuneration committee comprises non-executive board members only, with a majority of independents.
UniCredit SpA	UCG	Italy	8/04/2022	Deliberations on Possible Legal Action Against Directors/(Internal) Auditors	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	Against	This item warrants a vote AGAINST due to the lack of disclosure regarding the proposed deliberation.
UDR, Inc.	UDR	USA	19/05/2022	Elect Director	Elect Director Katherine A. Cattanach	For	For	A vote FOR the director nominees is warranted.
UDR, Inc.	UDR	USA	19/05/2022	Elect Director	Elect Director Jon A. Grove	For	For	A vote FOR the director nominees is warranted.
UDR, Inc.	UDR	USA	19/05/2022	Elect Director	Elect Director Mary Ann King	For	For	A vote FOR the director nominees is warranted.
UDR, Inc.	UDR	USA	19/05/2022	Elect Director	Elect Director James D. Klingbeil	For	For	A vote FOR the director nominees is warranted.
UDR, Inc.	UDR	USA	19/05/2022	Elect Director	Elect Director Clint D. McDonough	For	For	A vote FOR the director nominees is warranted.
UDR, Inc.	UDR	USA	19/05/2022	Elect Director	Elect Director Robert A. McNamara	For	For	A vote FOR the director nominees is warranted.
UDR, Inc.	UDR	USA	19/05/2022	Elect Director	Elect Director Diane M. Morefield	For	For	A vote FOR the director nominees is warranted.
UDR, Inc.	UDR	USA	19/05/2022	Elect Director	Elect Director Kevin C. Nickelberry	For	For	A vote FOR the director nominees is warranted.
UDR, Inc.	UDR	USA	19/05/2022	Elect Director	Elect Director Mark R. Patterson	For	For	A vote FOR the director nominees is warranted.
UDR, Inc.	UDR	USA	19/05/2022	Elect Director	Elect Director Thomas W. Tcooney	For	For	A vote FOR the director nominees is warranted.
UDR, Inc.	UDR	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review. Annual incentives were largely based on pre-set measures and annual equity awards were entirely performance-based. While the CEO received a special retention equity award, the earnings are contingent on share price hurdles, half of which are considered strongly performance-based.
UDR, Inc.	UDR	USA	19/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Universal Health Services, Inc.	UHS	USA	18/05/2022	Elect Director	Elect Director Maria R. Singer	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee member Maria Singer for lack of diversity on the board. WITHHOLD votes are also warranted for Maria Singer in light of the unmitigated pay-for-performance misalignment and in the absence of incumbent compensation committee members on the ballot.
Universal Health Services, Inc.	UHS	USA	18/05/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	Against	Against	Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): -The equity program is estimated to be excessively dilutive (overriding factor); -The plan cost is excessive; -The three-year average burn rate is excessive; and -The plan allows broad discretion to accelerate vesting.
Universal Health Services, Inc.	UHS	USA	18/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Universal Health Services, Inc.	UHS	USA	18/05/2022	Require a Majority Vote for the Election of Directors	Require a Majority Vote for the Election of Directors	For	For	A vote FOR this proposal is warranted as it would give shareholders a more meaningful voice in the election of directors and further enhance the company's corporate governance.
Ultra Beauty, Inc.	ULTA	USA	1/06/2022	Elect Director	Elect Director Kelly E. Garcia	For	For	A vote FOR the director nominees is warranted.
Ultra Beauty, Inc.	ULTA	USA	1/06/2022	Elect Director	Elect Director Michael R. MacDonald	For	For	A vote FOR the director nominees is warranted.
Ultra Beauty, Inc.	ULTA	USA	1/06/2022	Elect Director	Elect Director Gisel Ruiz	For	For	A vote FOR the director nominees is warranted.
Ultra Beauty, Inc.	ULTA	USA	1/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Ultra Beauty, Inc.	ULTA	USA	1/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives were based on a financial metric, and the company targeted half of equity awards as performance conditioned.
Unilever Plc	ULVR	United Kingdom	4/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Unilever Plc	ULVR	United Kingdom	4/05/2022	Elect Director	Re-elect Graeme Pitlathly as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Unilever Plc	ULVR	United Kingdom	4/05/2022	Elect Director	Re-elect Falke Sijbesma as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Unilever Plc	ULVR	United Kingdom	4/05/2022	Elect Director	Elect Adrian Hennah as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Unilever Plc	ULVR	United Kingdom	4/05/2022	Elect Director	Elect Ruby Lu as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Unilever Plc	ULVR	United Kingdom	4/05/2022	Ratify Auditors	Reappoint KPMG LLP as Auditors	For	For	A vote FOR this resolution is considered warranted at this time.
Unilever Plc	ULVR	United Kingdom	4/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Unilever Plc	ULVR	United Kingdom	4/05/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Unilever Plc	ULVR	United Kingdom	4/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Unilever Plc	ULVR	United Kingdom	4/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Unilever Plc	ULVR	United Kingdom	4/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights in Connection with an Acquisition or Other Capital Investment	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Unilever Plc	ULVR	United Kingdom	4/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Unilever Plc	ULVR	United Kingdom	4/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Unilever Plc	ULVR	United Kingdom	4/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Unilever Plc	ULVR	United Kingdom	4/05/2022	Elect Director	Re-elect Nils Andersen as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Unilever Plc	ULVR	United Kingdom	4/05/2022	Elect Director	Re-elect Judith Hartmann as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Unilever Plc	ULVR	United Kingdom	4/05/2022	Elect Director	Re-elect Alan Jope as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Unilever Plc	ULVR	United Kingdom	4/05/2022	Elect Director	Re-elect Andres Jung as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Unilever Plc	ULVR	United Kingdom	4/05/2022	Elect Director	Re-elect Susan Kilsby as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Unilever Plc	ULVR	United Kingdom	4/05/2022	Elect Director	Re-elect Strive Masiyiwa as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Unilever Plc	ULVR	United Kingdom	4/05/2022	Elect Director	Re-elect Youngme Moon as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
United Malt Group Limited	UMG	Australia	11/02/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted. The CEO's fixed remuneration and bonus outcomes are not regarded as excessive or problematic, and the one-off award granted in the prior year will lapse given that performance targets are not met. This recommendation is qualified to highlight concerns that: "The CEO's total remuneration is higher than market cap peers;" The absence of appropriate disclosure of specific and/or qualified STI targets which is typically provided by many large ASX-listed entities as a matter of good corporate governance;" A portion of the LTI grant (25 percent) is subject to an undisclosed "strategic target", where strategy is part of the CEO's "day job" for which above median fixed remuneration is on offer; and "The FY22 STI is disclosed to be reweighted with an increase in non-financial individual performance measures further moving away from a nexus of award of the bonus based on the company's performance.
United Malt Group Limited	UMG	Australia	11/02/2022	Elect Director	Elect Graham Bradley as Director	For	For	Support FOR the election of Graham Bradley and Terry Williamson is warranted as no material issues have been identified regarding board and committee composition resulting from their election, nor any wider corporate governance issues.
United Malt Group Limited	UMG	Australia	11/02/2022	Elect Director	Elect Terry Williamson as Director	For	For	Support FOR the election of Graham Bradley and Terry Williamson is warranted as no material issues have been identified regarding board and committee composition resulting from their election, nor any wider corporate governance issues.
United Malt Group Limited	UMG	Australia	11/02/2022	Approve Share Plan Grant	Approve Grant of Performance Rights to Mark Palmquist	For	For	A qualified vote FOR the FY22 LTI grant is warranted. The structure of the LTI is broadly consistent with shareholder interests, incorporating a three-year performance period (being at the minimum accepted at this market) and subject to three performance targets (namely ROCE, absolute TSR and strategic executive measures). This recommendation is qualified to signal concerns regarding the undisclosed non-financial "strategic" targets. Concerns are exacerbated given that "Many shareholders may regard strategy as part of the CEO's "day job", the success of which would appear in improved accounting and shareholder return measures." Incorporating "strategic objectives" involves subjective board determination of performance and may lead to misalignment of bonuses with shareholder outcomes." Disclosure indicates that "partial achievement" of strategic measures would result on some LTI vesting, which would suggest a low bar for a bonus and misalignment with shareholder interests.
UnitedHealth Group Incorporated	UNH	USA	6/06/2022	Elect Director	Elect Director Timothy P. Flynn	For	For	A vote FOR the director nominees is warranted.
UnitedHealth Group Incorporated	UNH	USA	6/06/2022	Elect Director	Elect Director Paul R. Garcia	For	For	A vote FOR the director nominees is warranted.
UnitedHealth Group Incorporated	UNH	USA	6/06/2022	Elect Director	Elect Director Stephen J. Hemsley	For	For	A vote FOR the director nominees is warranted.
UnitedHealth Group Incorporated	UNH	USA	6/06/2022	Elect Director	Elect Director Michele J. Hooper	For	For	A vote FOR the director nominees is warranted.
UnitedHealth Group Incorporated	UNH	USA	6/06/2022	Elect Director	Elect Director F. William McNabb, III	For	For	A vote FOR the director nominees is warranted.
UnitedHealth Group Incorporated	UNH	USA	6/06/2022	Elect Director	Elect Director Valerie C. Montgomery Rice	For	For	A vote FOR the director nominees is warranted.

UnitedHealth Group Incorporated	UNH	USA	6/06/2022	Elect Director	Elect Director John H. Noseworthy	For	For	A vote FOR the director nominees is warranted.
UnitedHealth Group Incorporated	UNH	USA	6/06/2022	Elect Director	Elect Director Andrew Witly	For	For	A vote FOR the director nominees is warranted.
UnitedHealth Group Incorporated	UNH	USA	6/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily based on pre-set financial metrics and half of equity awards were performance based and utilized a multi-year measurement period. In response to shareholder feedback, the committee confirmed that it has no intention of paying severance upon executive retirements in the future.
UnitedHealth Group Incorporated	UNH	USA	6/06/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
UnitedHealth Group Incorporated	UNH	USA	6/06/2022	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	For	A vote FOR this item is warranted given that the proposal applies only to future severance arrangements, the current agreements will not be affected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.
UnitedHealth Group Incorporated	UNH	USA	6/06/2022	Political Contributions Disclosure	Report on Congruency of Political Spending with Company Values and Priorities	For	For	A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.
Union Pacific Corporation	UNP	USA	12/05/2022	Elect Director	Elect Director William J. DeLaney	For	For	A vote FOR the director nominees is warranted.
Union Pacific Corporation	UNP	USA	12/05/2022	Elect Director	Elect Director David B. Dillon	For	For	A vote FOR the director nominees is warranted.
Union Pacific Corporation	UNP	USA	12/05/2022	Elect Director	Elect Director Sheri H. Edison	For	For	A vote FOR the director nominees is warranted.
Union Pacific Corporation	UNP	USA	12/05/2022	Elect Director	Elect Director Teresa M. Finley	For	For	A vote FOR the director nominees is warranted.
Union Pacific Corporation	UNP	USA	12/05/2022	Elect Director	Elect Director Lance M. Fritz	For	For	A vote FOR the director nominees is warranted.
Union Pacific Corporation	UNP	USA	12/05/2022	Elect Director	Elect Director Deborah C. Hopkins	For	For	A vote FOR the director nominees is warranted.
Union Pacific Corporation	UNP	USA	12/05/2022	Elect Director	Elect Director Jane H. Lute	For	For	A vote FOR the director nominees is warranted.
Union Pacific Corporation	UNP	USA	12/05/2022	Elect Director	Elect Director Michael R. McCarthy	For	For	A vote FOR the director nominees is warranted.
Union Pacific Corporation	UNP	USA	12/05/2022	Elect Director	Elect Director Jose H. Villarreal	For	For	A vote FOR the director nominees is warranted.
Union Pacific Corporation	UNP	USA	12/05/2022	Elect Director	Elect Director Christopher J. Williams	For	For	A vote FOR the director nominees is warranted.
Union Pacific Corporation	UNP	USA	12/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Union Pacific Corporation	UNP	USA	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.
United Parcel Service, Inc.	UPS	USA	5/05/2022	Elect Director	Elect Director Carol B. Tome	For	For	A vote FOR the director nominees is warranted.
United Parcel Service, Inc.	UPS	USA	5/05/2022	Elect Director	Elect Director Rodney C. Adkins	For	For	A vote FOR the director nominees is warranted.
United Parcel Service, Inc.	UPS	USA	5/05/2022	Elect Director	Elect Director Eva C. Boratto	For	For	A vote FOR the director nominees is warranted.
United Parcel Service, Inc.	UPS	USA	5/05/2022	Elect Director	Elect Director Michael J. Burns	For	For	A vote FOR the director nominees is warranted.
United Parcel Service, Inc.	UPS	USA	5/05/2022	Elect Director	Elect Director Wayne M. Hewett	For	For	A vote FOR the director nominees is warranted.
United Parcel Service, Inc.	UPS	USA	5/05/2022	Elect Director	Elect Director Angela Hwang	For	For	A vote FOR the director nominees is warranted.
United Parcel Service, Inc.	UPS	USA	5/05/2022	Elect Director	Elect Director Kate E. Johnson	For	For	A vote FOR the director nominees is warranted.
United Parcel Service, Inc.	UPS	USA	5/05/2022	Elect Director	Elect Director William R. Johnson	For	For	A vote FOR the director nominees is warranted.
United Parcel Service, Inc.	UPS	USA	5/05/2022	Elect Director	Elect Director Ann M. Livermore	For	For	A vote FOR the director nominees is warranted.
United Parcel Service, Inc.	UPS	USA	5/05/2022	Elect Director	Elect Director Franck J. Molson	For	For	A vote FOR the director nominees is warranted.
United Parcel Service, Inc.	UPS	USA	5/05/2022	Elect Director	Elect Director Christiana Smith Shi	For	For	A vote FOR the director nominees is warranted.
United Parcel Service, Inc.	UPS	USA	5/05/2022	Elect Director	Elect Director Russell Stokes	For	For	A vote FOR the director nominees is warranted.
United Parcel Service, Inc.	UPS	USA	5/05/2022	Elect Director	Elect Director Kevin Warsh	For	For	A vote FOR the director nominees is warranted.
United Parcel Service, Inc.	UPS	USA	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Some concern remains regarding the rigor of target setting, as certain metrics had targets set lower than previous year results. Nonetheless, annual incentives are tied to pre-set financial metrics, and equity awards are primarily performance-conditioned and use multi-year performance periods.
United Parcel Service, Inc.	UPS	USA	5/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
United Parcel Service, Inc.	UPS	USA	5/05/2022	Political Lobbying Disclosure	Report on Lobbying Payments and Policy	For	For	A vote FOR this resolution is warranted, as additional information on the company's trade association memberships, payments, and oversight mechanisms would give shareholders a better understanding of the company's management of its lobbying activities and any related risks and benefits.
United Parcel Service, Inc.	UPS	USA	5/05/2022	Report on Climate Change	Report on Corporate Climate Lobbying Aligned with Paris Agreement	For	For	A recommendation FOR this proposal is warranted. The company and its shareholders are likely to benefit from a review of how the company's and its trade associations' lobbying positions align with Paris Agreement.
United Parcel Service, Inc.	UPS	USA	5/05/2022	Approve Recapitalization Plan for all Stock to Have One-vote per Share	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	For	A vote FOR this proposal is warranted, as it would provide all shareholders with equal voting rights on all matters.
United Parcel Service, Inc.	UPS	USA	5/05/2022	GHG Emissions	Adopt Independently Verified Science-Based GHG Reduction Targets	For	For	A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.
United Parcel Service, Inc.	UPS	USA	5/05/2022	Report on Climate Change	Report on Balancing Climate Measures and Financial Returns	Against	Against	A vote AGAINST this proposal is warranted. The proposal is overly broad in scope, and such disclosure is not a standard industry practice at this time.
United Parcel Service, Inc.	UPS	USA	5/05/2022	Report on EEO	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	For	For	A vote FOR this resolution is warranted, as reporting quantitative and comparable diversity statistics would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.
Upstart Holdings, Inc.	UPST	USA	17/05/2022	Elect Director	Elect Director Sukhinder Singh Cassidy	Withhold	Withhold	WITHHOLD votes are warranted for incumbent director nominees Sukhinder Singh Cassidy and Paul Gu given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.
Upstart Holdings, Inc.	UPST	USA	17/05/2022	Elect Director	Elect Director Paul Gu	Withhold	Withhold	WITHHOLD votes are warranted for incumbent director nominees Sukhinder Singh Cassidy and Paul Gu given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.
Upstart Holdings, Inc.	UPST	USA	17/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Upstart Holdings, Inc.	UPST	USA	17/05/2022	Advisory Vote on Say on Pay Frequency	Advisory Vote on Say on Pay Frequency	One Year	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.
United Rentals, Inc.	URI	USA	5/05/2022	Elect Director	Elect Director Jose B. Alvarez	For	For	A vote FOR the director nominees is warranted.
United Rentals, Inc.	URI	USA	5/05/2022	Elect Director	Elect Director Marc A. Bruno	For	For	A vote FOR the director nominees is warranted.
United Rentals, Inc.	URI	USA	5/05/2022	Elect Director	Elect Director Larry D. De Shon	For	For	A vote FOR the director nominees is warranted.
United Rentals, Inc.	URI	USA	5/05/2022	Elect Director	Elect Director Matthew J. Flannery	For	For	A vote FOR the director nominees is warranted.
United Rentals, Inc.	URI	USA	5/05/2022	Elect Director	Elect Director Bobby J. Griffin	For	For	A vote FOR the director nominees is warranted.
United Rentals, Inc.	URI	USA	5/05/2022	Elect Director	Elect Director Kim Harris Jones	For	For	A vote FOR the director nominees is warranted.
United Rentals, Inc.	URI	USA	5/05/2022	Elect Director	Elect Director Terri L. Kelly	For	For	A vote FOR the director nominees is warranted.
United Rentals, Inc.	URI	USA	5/05/2022	Elect Director	Elect Director Michael J. Kneeland	For	For	A vote FOR the director nominees is warranted.
United Rentals, Inc.	URI	USA	5/05/2022	Elect Director	Elect Director Gracia C. Martore	For	For	A vote FOR the director nominees is warranted.
United Rentals, Inc.	URI	USA	5/05/2022	Elect Director	Elect Director Shiv Singh	For	For	A vote FOR the director nominees is warranted.
United Rentals, Inc.	URI	USA	5/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
United Rentals, Inc.	URI	USA	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily linked to pre-set financial goals, while equity awards are chiefly performance conditioned. However, some concerns remain regarding the lack of multi-year performance periods in the LTI program.
United Rentals, Inc.	URI	USA	5/05/2022	Amend Right to Call Special Meeting	Reduce Ownership Threshold for Special Shareholder Meetings to 15%	For	For	A vote FOR this proposal is warranted. The proposed reduction of the ownership threshold to call special meetings from 25 percent to 15 percent would enhance the rights of shareholders, and the likelihood of abuse would remain limited given the company's ownership structure.
United Rentals, Inc.	URI	USA	5/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Special Shareholder Meetings to 10%	For	For	A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent (or 15 percent, if item 4 is approved) to 10 percent would improve shareholders' ability to use the special meeting right.
Unibail-Rodamco-Westfield SE	URW	France	11/05/2022	Accept Financial Statements and Statutory Reports	Approve Financial Statements and Statutory Reports	For	For	Notes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Unibail-Rodamco-Westfield SE	URW	France	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Leon Bressler, Chairman of the Supervisory Board	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Unibail-Rodamco-Westfield SE	URW	France	11/05/2022	Remuneration-Related	Approve Compensation Report of Corporate Officers	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Unibail-Rodamco-Westfield SE	URW	France	11/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Chairman of the Management Board	For	For	A vote FOR this remuneration policy is warranted, although the following concerns are raised: " Under the proposed remuneration policy, the LTI target level would increase while the max LTI grant would decrease. This change could reduce the attractiveness for the executives to overperform. " The performance criteria under the termination agreement would allow full payment when reaching the level of 75 percent of achievement. As such, it does not seem fully aligned with the no-pay-for-failure principle. The main reasons for support are: " The proposed remuneration package would be in decrease compared to last year's remuneration. " The absence of any other significant concern.
Unibail-Rodamco-Westfield SE	URW	France	11/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Management Board Members	For	For	A vote FOR this remuneration policy is warranted, although the following concerns are raised: " Under the proposed remuneration policy, the LTI target level would increase while the max LTI grant would decrease. This change could reduce the attractiveness for the executives to overperform. " The performance criteria under the termination agreement would allow full payment when reaching the level of 75 percent of achievement. As such, it does not seem fully aligned with the no-pay-for-failure principle. The main reasons for support are: " The proposed remuneration package would be in decrease compared to last year's remuneration. " The absence of any other significant concern.
Unibail-Rodamco-Westfield SE	URW	France	11/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Supervisory Board Members	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Unibail-Rodamco-Westfield SE	URW	France	11/05/2022	Elect Supervisory Board Member	Reelect Julie Avrane as Supervisory Board Member	For	For	* Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 15, 17-18). * The number of outside mandates held by Cecile Cabanis is in excess of recommended guidelines. Nevertheless, her overboarded position will cease by end of June 2022 as she will leave a non-executive director position in Danone. As such, her reelection warrants qualified support.

Unibail-Rodamco-Westfield SE	URW	France	11/05/2022	Elect Supervisory Board Member	Reelect Cecile Cabanis as Supervisory Board Member	For	For	* Votes FOR the relections of these independent nominees are warranted in the absence of specific concerns (Items 15, 17-18). * The number of outside mandates held by Cecile Cabanis is in excess of recommended guidelines. Nevertheless, her overboarded position will cease by end of June 2022 as she will leave a non-executive director position in Danone. As such, her reelection warrants qualified support.
Unibail-Rodamco-Westfield SE	URW	France	11/05/2022	Elect Supervisory Board Member	Reelect Dagmar Kollmann as Supervisory Board Member	For	For	* Votes FOR the relections of these independent nominees are warranted in the absence of specific concerns (Items 15, 17-18). * The number of outside mandates held by Cecile Cabanis is in excess of recommended guidelines. Nevertheless, her overboarded position will cease by end of June 2022 as she will leave a non-executive director position in Danone. As such, her reelection warrants qualified support.
Unibail-Rodamco-Westfield SE	URW	France	11/05/2022	Elect Supervisory Board Member	Appoint Michel Dessolain as Supervisory Board Member	For	For	* Votes FOR the relections of these independent nominees are warranted in the absence of specific concerns (Items 15, 17-18). * The number of outside mandates held by Cecile Cabanis is in excess of recommended guidelines. Nevertheless, her overboarded position will cease by end of June 2022 as she will leave a non-executive director position in Danone. As such, her reelection warrants qualified support.
Unibail-Rodamco-Westfield SE	URW	France	11/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	Such share buyback programs merit a vote FOR.
Unibail-Rodamco-Westfield SE	URW	France	11/05/2022	Accept Consolidated Financial Statements and Statutory Reports	Accept Consolidated Financial Statements and Statutory Reports	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Unibail-Rodamco-Westfield SE	URW	France	11/05/2022	Approve Reduction in Share Capital	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.
Unibail-Rodamco-Westfield SE	URW	France	11/05/2022	Approve Qualified Employee Stock Purchase Plan	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	A vote FOR the employee stock purchase plans is warranted as its proposed volume respects the recommended guidelines.
Unibail-Rodamco-Westfield SE	URW	France	11/05/2022	Approve Executive Share Option Plan	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	For	For	A vote FOR this item is warranted because the terms of the proposed authorization are not problematic.
Unibail-Rodamco-Westfield SE	URW	France	11/05/2022	Approve Restricted Stock Plan	Authorize up to 1.8 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	A vote FOR this item is warranted because the terms of the proposed authorization are not problematic.
Unibail-Rodamco-Westfield SE	URW	France	11/05/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Filing of Required Documents/Other Formalities	For	For	A vote FOR this routine item is warranted.
Unibail-Rodamco-Westfield SE	URW	France	11/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Absence of Dividends	For	For	A vote FOR this income allocation proposal is warranted, despite the absence of a dividend, because of the impact of the Covid-19 pandemic on the group's 2021 results as well as the group's commitment to deleverage. In addition, the tax regime it benefits from enables the group to delay the distribution obligation until it has sufficient statutory results to meet this obligation.
Unibail-Rodamco-Westfield SE	URW	France	11/05/2022	Approve Special Auditors' Report Regarding Related-Party Transactions	Approve Auditors' Special Report on Related-Party Transactions	For	For	A vote FOR this item is warranted although it raises some concerns as the 2020 remuneration policy did not provide the allowance of such a termination package for the executive. The main reasons for support are: * The settlement agreement seems in line with the company's and shareholders' interests. * The amount of the settlement compensation appears to be reasonable. * This transaction was approved under Item 4 of the 2021 AGM.
Unibail-Rodamco-Westfield SE	URW	France	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation Report of Jean-Marie Tritant, Chairman of the Management Board	For	For	Votes FOR these remuneration reports are warranted, although the following concerns are raised: * It is difficult to ascertain the alignment between pay and performance regarding the bonus payouts given the impact of the closures of shopping centers on the company's results. (Items 5-9). * Under the 2021 LTI grant, it is difficult to ascertain that the CSR sub-criteria are challenging enough (Items 5-8). The main reasons for support are: * The CSR subcriteria only weigh 10 percent of the LTI grant structure, which limits the risk to reward failure. * The absence of any other significant concern.
Unibail-Rodamco-Westfield SE	URW	France	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Olivier Bossard, Management Board Member	For	For	Votes FOR these remuneration reports are warranted, although the following concerns are raised: * It is difficult to ascertain the alignment between pay and performance regarding the bonus payouts given the impact of the closures of shopping centers on the company's results. (Items 5-9). * Under the 2021 LTI grant, it is difficult to ascertain that the CSR sub-criteria are challenging enough (Items 5-8). The main reasons for support are: * The CSR subcriteria only weigh 10 percent of the LTI grant structure, which limits the risk to reward failure. * The absence of any other significant concern.
Unibail-Rodamco-Westfield SE	URW	France	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Fabrice Mouchel, Management Board Member	For	For	Votes FOR these remuneration reports are warranted, although the following concerns are raised: * It is difficult to ascertain the alignment between pay and performance regarding the bonus payouts given the impact of the closures of shopping centers on the company's results. (Items 5-9). * Under the 2021 LTI grant, it is difficult to ascertain that the CSR sub-criteria are challenging enough (Items 5-8). The main reasons for support are: * The CSR subcriteria only weigh 10 percent of the LTI grant structure, which limits the risk to reward failure. * The absence of any other significant concern.
Unibail-Rodamco-Westfield SE	URW	France	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Astrid Panosyan, Management Board Member	For	For	Votes FOR these remuneration reports are warranted, although the following concerns are raised: * It is difficult to ascertain the alignment between pay and performance regarding the bonus payouts given the impact of the closures of shopping centers on the company's results. (Items 5-9). * Under the 2021 LTI grant, it is difficult to ascertain that the CSR sub-criteria are challenging enough (Items 5-8). The main reasons for support are: * The CSR subcriteria only weigh 10 percent of the LTI grant structure, which limits the risk to reward failure. * The absence of any other significant concern.
Unibail-Rodamco-Westfield SE	URW	France	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Caroline Puechoultres, Management Board Member Since 15 July 2021	For	For	Votes FOR these remuneration reports are warranted, although the following concerns are raised: * It is difficult to ascertain the alignment between pay and performance regarding the bonus payouts given the impact of the closures of shopping centers on the company's results. (Items 5-9). * Under the 2021 LTI grant, it is difficult to ascertain that the CSR sub-criteria are challenging enough (Items 5-8). The main reasons for support are: * The CSR subcriteria only weigh 10 percent of the LTI grant structure, which limits the risk to reward failure. * The absence of any other significant concern.
U.S. Bancorp	USB	USA	19/04/2022	Elect Director	Elect Director Warner L. Baxter	For	For	A vote FOR the director nominees is warranted.
U.S. Bancorp	USB	USA	19/04/2022	Elect Director	Elect Director Dorothy J. Bridges	For	For	A vote FOR the director nominees is warranted.
U.S. Bancorp	USB	USA	19/04/2022	Elect Director	Elect Director Elizabeth L. Buse	For	For	A vote FOR the director nominees is warranted.
U.S. Bancorp	USB	USA	19/04/2022	Elect Director	Elect Director Andrew Cecere	For	For	A vote FOR the director nominees is warranted.
U.S. Bancorp	USB	USA	19/04/2022	Elect Director	Elect Director Kimberly N. Ellison-Taylor	For	For	A vote FOR the director nominees is warranted.
U.S. Bancorp	USB	USA	19/04/2022	Elect Director	Elect Director Kimberly J. Harris	For	For	A vote FOR the director nominees is warranted.
U.S. Bancorp	USB	USA	19/04/2022	Elect Director	Elect Director Roland A. Hernandez	For	For	A vote FOR the director nominees is warranted.
U.S. Bancorp	USB	USA	19/04/2022	Elect Director	Elect Director Olivia F. Kirtley	For	For	A vote FOR the director nominees is warranted.
U.S. Bancorp	USB	USA	19/04/2022	Elect Director	Elect Director Richard P. McKenney	For	For	A vote FOR the director nominees is warranted.
U.S. Bancorp	USB	USA	19/04/2022	Elect Director	Elect Director Yusuf I. Mehdi	For	For	A vote FOR the director nominees is warranted.
U.S. Bancorp	USB	USA	19/04/2022	Elect Director	Elect Director John P. Wiehoff	For	For	A vote FOR the director nominees is warranted.
U.S. Bancorp	USB	USA	19/04/2022	Elect Director	Elect Director Scott W. Wine	For	For	A vote FOR the director nominees is warranted.
U.S. Bancorp	USB	USA	19/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
U.S. Bancorp	USB	USA	19/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, though some concerns are highlighted and warrant continued monitoring. In particular, shareholders would benefit from improved disclosure of STI performance goals and some shareholders may prefer a performance share design that utilizes a true multi-year performance period. Nonetheless, both the annual and long-term programs are largely linked to objective financial goals and pay and performance were reasonably aligned for the year in review.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Elect Director	Re-elect Alison Gougher as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Elect Director	Re-elect Paulette Rowe as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Elect Director	Elect Doug Webb as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Ratify Auditors	Reappoint KPMG LLP as Auditors	For	For	A vote FOR this resolution is considered warranted at this time.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Preemptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity without Preemptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Adopt New Articles of Association/Charter	Adopt New Articles of Association	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted as no significant concerns have been identified.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Elect Director	Re-elect Sir David Higgins as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Elect Director	Re-elect Steve Mogford as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Elect Director	Elect Phil Aspin as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Elect Director	Re-elect Mark Clare as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Elect Director	Re-elect Stephen Carter as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Elect Director	Elect Kath Cates as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.

Unifi Group Limited	UWL	Australia	26/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted because pay appears to be reasonably aligned with the company's performance. In addition, no additional shares (or options) were granted to non-executive directors, a new LTI plan was introduced based on performance shares with equally weighted financial metrics (EPS and TSR) to be measured over a reasonable three-year period, and the board also introduced shareholding guidelines for its executives and non-executive directors. The qualification is due to the previous granting of share rights to the company's non-executive chairman and options granted to non-executive directors, not consistent with local market standards resulting in excessive NED remuneration when compared to the ASX 151-175 and Sustainability Advisory Services peers.
Unifi Group Limited	UWL	Australia	26/11/2021	Elect Director	Elect Graeme Barclay as Director	Against	Against	A vote FOR John Lindsay (Item 2b) is warranted because he serves as an independent non-executive director and no material issues have been identified regarding this director nominee in respect of board and committee composition, nor any wider corporate governance issues. Graeme Barclay is a non-independent chairman (as per Sustainability Advisory Services definition) serving on a majority non-independent board. In addition, he also serves as a non-independent member of the Audit Committee. As a result, the company's Audit Committee is not entirely independent. In light of these concerns, particularly as the Audit Committee is majority non-independent, a vote AGAINST Graeme Barclay (Item 2a) is warranted.
Unifi Group Limited	UWL	Australia	26/11/2021	Elect Director	Elect John Sands Lindsay as Director	For	For	A vote FOR John Lindsay (Item 2b) is warranted because he serves as an independent non-executive director and no material issues have been identified regarding this director nominee in respect of board and committee composition, nor any wider corporate governance issues. Graeme Barclay is a non-independent chairman (as per Sustainability Advisory Services definition) serving on a majority non-independent board. In addition, he also serves as a non-independent member of the Audit Committee. As a result, the company's Audit Committee is not entirely independent. In light of these concerns, particularly as the Audit Committee is majority non-independent, a vote AGAINST Graeme Barclay (Item 2a) is warranted.
Unifi Group Limited	UWL	Australia	26/11/2021	Approve Share Plan Grant	Approve Issuance of Share Rights to Michael Simmons	For	For	A vote FOR the issuance of shares rights to Michael Simmons (Item 3a) and Vaughan Bowen (Item 3b) is warranted given that such grant represents 100 percent of the deferred component of the executive directors' FY21 STI bonus and the settlement of awards in equity will further align the executive's interest with those of securityholders.
Unifi Group Limited	UWL	Australia	26/11/2021	Approve Share Plan Grant	Approve Issuance of Share Rights to Vaughan Bowen	For	For	A vote FOR the issuance of shares rights to Michael Simmons (Item 3a) and Vaughan Bowen (Item 3b) is warranted given that such grant represents 100 percent of the deferred component of the executive directors' FY21 STI bonus and the settlement of awards in equity will further align the executive's interest with those of securityholders.
Visa Inc.	V	USA	25/01/2022	Elect Director	Elect Director Lloyd A. Carney	For	For	A vote FOR the director nominees is warranted.
Visa Inc.	V	USA	25/01/2022	Elect Director	Elect Director Mary B. Cranston	For	For	A vote FOR the director nominees is warranted.
Visa Inc.	V	USA	25/01/2022	Elect Director	Elect Director Francisco Javier Fernandez-Carbajal	For	For	A vote FOR the director nominees is warranted.
Visa Inc.	V	USA	25/01/2022	Elect Director	Elect Director Alfred F. Kelly, Jr.	For	For	A vote FOR the director nominees is warranted.
Visa Inc.	V	USA	25/01/2022	Elect Director	Elect Director Ramon Laguarda	For	For	A vote FOR the director nominees is warranted.
Visa Inc.	V	USA	25/01/2022	Elect Director	Elect Director John F. Lundgren	For	For	A vote FOR the director nominees is warranted.
Visa Inc.	V	USA	25/01/2022	Elect Director	Elect Director Robert W. Matschullat	For	For	A vote FOR the director nominees is warranted.
Visa Inc.	V	USA	25/01/2022	Elect Director	Elect Director Denise M. Morrison	For	For	A vote FOR the director nominees is warranted.
Visa Inc.	V	USA	25/01/2022	Elect Director	Elect Director Linda J. Rendle	For	For	A vote FOR the director nominees is warranted.
Visa Inc.	V	USA	25/01/2022	Elect Director	Elect Director Maynard G. Webb, Jr.	For	For	A vote FOR the director nominees is warranted.
Visa Inc.	V	USA	25/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Annual incentives were sufficiently performance-based, although disclosure of financial metric weightings would be beneficial to assess the rigor of the program. Half of long-term incentives consisted of performance shares. Moreover, performance shares are measured over a multi-year performance period.
Visa Inc.	V	USA	25/01/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Visa Centres	VCX	Australia	10/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted as remuneration outcomes are not materially misaligned with securityholder results and company performance for the year under review. The board applied downward discretion to FY21 STI bonuses and there was nil vesting of the FY19 LTI grant, which is commensurate with financial and operational performance during the year. Qualification is based on the following: "Continued absence of disclosure of the specific and quantified targets for the STI financial targets which hinders securityholders' ability to assess overall rigor of the STI plan and determine if the STI outcomes are truly aligned with overall company performance and their expectations; and" The FY21 LTI grant included restricted rights for 33 percent of the award which is not an accepted market practice amongst Australian investors. Perhaps in mitigation, the company is reverting performance rights for the FY22 LTI grant.
Vicinity Centres	VCX	Australia	10/11/2021	Elect Director	Elect Clive Appleton as Director	Against	Against	A vote AGAINST the re-election of Clive Appleton is warranted. He is classified as a non-independent director on a board that is not majority independent (only 50 percent independent). Appleton is a representative of The Gandel Group Pty, a substantial shareholder holding 15.18 percent of the company's issued share capital. Gandel has two nominees on the board and its proportional influence over the board of 25 percent is inconsistent with the shareholding. A vote FOR the re-election of Janette Kendall and Timothy Hammon is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
Vicinity Centres	VCX	Australia	10/11/2021	Elect Director	Elect Janette Kendall as Director	For	For	A vote AGAINST the re-election of Clive Appleton is warranted. He is classified as a non-independent director on a board that is not majority independent (only 50 percent independent). Appleton is a representative of The Gandel Group Pty, a substantial shareholder holding 15.18 percent of the company's issued share capital. Gandel has two nominees on the board and its proportional influence over the board of 25 percent is inconsistent with the shareholding. A vote FOR the re-election of Janette Kendall and Timothy Hammon is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
Vicinity Centres	VCX	Australia	10/11/2021	Elect Director	Elect Tim Hammon as Director	For	For	A vote AGAINST the re-election of Clive Appleton is warranted. He is classified as a non-independent director on a board that is not majority independent (only 50 percent independent). Appleton is a representative of The Gandel Group Pty, a substantial shareholder holding 15.18 percent of the company's issued share capital. Gandel has two nominees on the board and its proportional influence over the board of 25 percent is inconsistent with the shareholding. A vote FOR the re-election of Janette Kendall and Timothy Hammon is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
Vicinity Centres	VCX	Australia	10/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Grant Kelley	For	For	A vote FOR the grant of performance rights to the CEO is warranted. The terms of the grant sufficiently aligns the bonus to the CEO with improved results for investors and financial performance. The performance period is 4 years, which is consistent with larger companies extending performance periods. Concerns are noted that "The TSR hurdle is assessed against a narrow and curated peer group, and there is no positive TSR gateway, and" The total return measure for the FY22 LTI is based on a lower hurdle range of 4.5 percent to 7.25 percent, compared to prior grants, where for example, the FY20 LTI had a range of 9.0 percent to 9.5 percent.
Vicinity Centres	VCX	Australia	10/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve General Amendments to the Company's Constitution	For	For	A vote FOR the resolution is warranted as the proposed amendments are not contentious and no material governance issues have been identified.
Vicinity Centres	VCX	Australia	10/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve Technology Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted.* The proposed new constitution includes wording that explicitly states that the company may conduct meetings by using virtual-only means.* While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meetings, and the wording proposed in the amendments explicitly allow for this. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders.* It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic. However, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to shareholders in approving this provision at present.* Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
Vicinity Centres	VCX	Australia	10/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve General Amendments to the Trust's Constitution	For	For	A vote FOR the resolution is warranted as the proposed amendments are not contentious and no material governance issues have been identified.
Vicinity Centres	VCX	Australia	10/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve Technology Amendments to the Trust's Constitution	Against	Against	A vote AGAINST this resolution is warranted.* The proposed new constitution includes wording that explicitly states that the trust may conduct meetings by using virtual-only means.* While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meetings, and the wording proposed in the amendments explicitly allow for this. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders.* It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic. However, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to shareholders in approving this provision at present.* Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
Viva Energy Group Limited	VEA	Australia	11/10/2021	Approve Reduction in Share Capital	Approve Return of Capital to Shareholders	For	For	A vote FOR this resolution is warranted given that the capital reduction will apply equally to all shares, and no material corporate governance concerns have been identified.
Viva Energy Group Limited	VEA	Australia	11/10/2021	Approve Reverse Stock Split	Approve Consolidation of Shares	For	For	A vote FOR this resolution is warranted given that the share consolidation will apply equally to all shares, and no governance concerns have been identified.
Viva Energy Group Limited	VEA	Australia	11/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the approval of the remuneration report is warranted. No material disconnect between pay and performance and shareholder interests is observed.* Fixed remuneration is not excessive compared to market cap and industry peers; and * STI bonuses and the vesting of the FY19 LTI grant is sufficiently aligned with performance and shareholder returns. This recommendation is qualified to highlight concerns for * Poor transparency, given the absence of disclosure of quantified and specific STI and LTI targets.* Certain performance measures in the STI plan may be seen as offering bonuses for "day job" requirements.
Viva Energy Group Limited	VEA	Australia	24/05/2022	Elect Director	Elect Nicola Wakefield Evans as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Robert Hill are warranted for lack of diversity on the board. A qualified vote FOR the re-election of Dat Duong is warranted. He is a substantial shareholder representative and serves as a non-independent member of the Audit and Risk committee. However, the board and committee are both majority independent. The qualification is to highlight that the structure of the audit and risk committee is not comprised entirely of independent non-executive directors. A vote FOR the election of Nicola Wakefield Evans is warranted.

Viva Energy Group Limited	VEA	Australia	24/05/2022	Elect Director	Elect Robert Hill as Director	Against	Against	Votes AGAINST incumbent Nominating Committee chair Robert Hill are warranted for lack of diversity on the board. A qualified vote FOR the re-election of Dat Duong is warranted. He is a substantial shareholder representative and serves as a non-independent member of the Audit and Risk committee. However, the board and committee are both majority independent. The qualification is to highlight that the structure of the audit and risk committee is not comprised entirely of independent non-executive directors. A vote FOR the election of Nicola Wakefield Evans is warranted.
Viva Energy Group Limited	VEA	Australia	24/05/2022	Elect Director	Elect Dat Duong as Director	For	For	Votes AGAINST incumbent Nominating Committee chair Robert Hill are warranted for lack of diversity on the board. A qualified vote FOR the re-election of Dat Duong is warranted. He is a substantial shareholder representative and serves as a non-independent member of the Audit and Risk committee. However, the board and committee are both majority independent. The qualification is to highlight that the structure of the audit and risk committee is not comprised entirely of independent non-executive directors. A vote FOR the election of Nicola Wakefield Evans is warranted.
Viva Energy Group Limited	VEA	Australia	24/05/2022	Approve Share Plan Grant	Approve Grant of Performance Rights to Scott Wyatt	For	For	A qualified vote FOR the grant of performance rights is warranted. The terms of the grant are generally consistent with market practice and shareholder interests, with a three-year performance period, four performance targets (relative TSR, FCF per share, ROCE, and strategic hurdles), and quantum is in line with peers. This recommendation is qualified to highlight the following concerns: " The introduction of a "strategic" metric with 15 percent weighting with no clear disclosure of specific targets and how they are objectively aligned with improved shareholder results. " The absence of disclosure on quantified ROCE and FCF hurdles representing 40 percent of the award; and " The 'false choice' presented to shareholders that if the resolution is not approved the LTI would be paid in cash, thereby diminishing shareholder rights to consider and approve the LTI.
Veeva Systems Inc.	VEEV	USA	9/06/2022	Elect Director	Elect Director Tim Cabral	For	For	A vote FOR the director nominees is warranted.
Veeva Systems Inc.	VEEV	USA	9/06/2022	Elect Director	Elect Director Mark Carges	For	For	A vote FOR the director nominees is warranted.
Veeva Systems Inc.	VEEV	USA	9/06/2022	Elect Director	Elect Director Paul E. Chamberlain	For	For	A vote FOR the director nominees is warranted.
Veeva Systems Inc.	VEEV	USA	9/06/2022	Elect Director	Elect Director Peter P. Gassner	For	For	A vote FOR the director nominees is warranted.
Veeva Systems Inc.	VEEV	USA	9/06/2022	Elect Director	Elect Director Mary Lynne Hedley	For	For	A vote FOR the director nominees is warranted.
Veeva Systems Inc.	VEEV	USA	9/06/2022	Elect Director	Elect Director Priscilla Hung	For	For	A vote FOR the director nominees is warranted.
Veeva Systems Inc.	VEEV	USA	9/06/2022	Elect Director	Elect Director Tina Hunt	For	For	A vote FOR the director nominees is warranted.
Veeva Systems Inc.	VEEV	USA	9/06/2022	Elect Director	Elect Director Marshall Mohr	For	For	A vote FOR the director nominees is warranted.
Veeva Systems Inc.	VEEV	USA	9/06/2022	Elect Director	Elect Director Gordon Ritter	For	For	A vote FOR the director nominees is warranted.
Veeva Systems Inc.	VEEV	USA	9/06/2022	Elect Director	Elect Director Paul Sekhri	For	For	A vote FOR the director nominees is warranted.
Veeva Systems Inc.	VEEV	USA	9/06/2022	Elect Director	Elect Director Matthew J. Wallach	For	For	A vote FOR the director nominees is warranted.
Veeva Systems Inc.	VEEV	USA	9/06/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	Against	Against	Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: " The equity program is estimated to be excessively dilutive (overriding factor); " The plan contains an evergreen feature (overriding factor); " The plan cost is excessive; " The estimated duration of available and proposed shares exceeds six years; " The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); " The plan permits liberal recycling of shares; and " The plan allows broad discretion to accelerate vesting.
Veeva Systems Inc.	VEEV	USA	9/06/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Volpara Health Technologies Limited	VHT	New Zealand	18/08/2021	Elect Director	Elect Paul Reid as Director	For	For	A qualified vote FOR the reelection of Paul Reid is warranted because his presence facilitates progress towards a majority independent board. Qualification is on the basis that he is a member of the company's remuneration committee where problematic pay practices are observed.
Volpara Health Technologies Limited	VHT	New Zealand	18/08/2021	Approve Stock Option Plan Grants	Approve Grant of Options to Roger Allen	Against	Against	A vote AGAINST this resolution is warranted because local market guidelines do not support the grant of equity awards to NEDs in light of ensuring independent judgment by the NEDs and preventing any potential conflict of interest.
Volpara Health Technologies Limited	VHT	New Zealand	18/08/2021	Approve Executive Share Option Plan	Approve Employee Share Option Plan	For	For	A qualified vote FOR this resolution is warranted given that the ESOP establishes the broader framework for equity-incentives to a wider range of the company's employees. However, governance concern exists for the fact that non-executive directors may participate in the plan. This aspect is inconsistent with shareholder expectations in this market that NEDs do not receive incentive-based pay. Nevertheless, it is noted that any grant to a NED would require shareholder approval.
Volpara Health Technologies Limited	VHT	New Zealand	18/08/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Against	Against	A vote AGAINST this resolution is warranted because the proposed increase in NED fee pool is considered excessive. A request for a smaller increase in the aggregate directors' remuneration is more likely to be acceptable. Moreover, the company provides grant of incentive securities to NEDs. The practice of granting equity incentives to NEDs is not consistent with local market standards.
Volpara Health Technologies Limited	VHT	New Zealand	18/08/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorize Board to Fix Remuneration of the Auditors	For	For	A vote FOR this resolution is warranted.
Valero Energy Corporation	VLO	USA	28/04/2022	Elect Director	Elect Director Fred M. Diaz	For	For	Votes AGAINST Chair and CEO Joseph Gorder and Lead Director Robert Profusek are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining nominees are warranted at this time.
Valero Energy Corporation	VLO	USA	28/04/2022	Elect Director	Elect Director H. Paulett Eberhart	For	For	Votes AGAINST Chair and CEO Joseph Gorder and Lead Director Robert Profusek are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining nominees are warranted at this time.
Valero Energy Corporation	VLO	USA	28/04/2022	Elect Director	Elect Director Joseph W. Gorder	Against	Against	Votes AGAINST Chair and CEO Joseph Gorder and Lead Director Robert Profusek are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining nominees are warranted at this time.
Valero Energy Corporation	VLO	USA	28/04/2022	Elect Director	Elect Director Kimberly S. Greene	For	For	Votes AGAINST Chair and CEO Joseph Gorder and Lead Director Robert Profusek are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining nominees are warranted at this time.
Valero Energy Corporation	VLO	USA	28/04/2022	Elect Director	Elect Director Deborah P. Majoras	For	For	Votes AGAINST Chair and CEO Joseph Gorder and Lead Director Robert Profusek are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining nominees are warranted at this time.
Valero Energy Corporation	VLO	USA	28/04/2022	Elect Director	Elect Director Eric D. Mullins	For	For	Votes AGAINST Chair and CEO Joseph Gorder and Lead Director Robert Profusek are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining nominees are warranted at this time.
Valero Energy Corporation	VLO	USA	28/04/2022	Elect Director	Elect Director Donald L. Nickles	For	For	Votes AGAINST Chair and CEO Joseph Gorder and Lead Director Robert Profusek are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining nominees are warranted at this time.
Valero Energy Corporation	VLO	USA	28/04/2022	Elect Director	Elect Director Philip J. Pfeiffer	For	For	Votes AGAINST Chair and CEO Joseph Gorder and Lead Director Robert Profusek are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining nominees are warranted at this time.
Valero Energy Corporation	VLO	USA	28/04/2022	Elect Director	Elect Director Robert A. Profusek	Against	Against	Votes AGAINST Chair and CEO Joseph Gorder and Lead Director Robert Profusek are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining nominees are warranted at this time.
Valero Energy Corporation	VLO	USA	28/04/2022	Elect Director	Elect Director Randall J. Weisenburger	For	For	Votes AGAINST Chair and CEO Joseph Gorder and Lead Director Robert Profusek are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining nominees are warranted at this time.
Valero Energy Corporation	VLO	USA	28/04/2022	Elect Director	Elect Director Rayford Wilkins, Jr.	For	For	Votes AGAINST Chair and CEO Joseph Gorder and Lead Director Robert Profusek are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining nominees are warranted at this time.
Valero Energy Corporation	VLO	USA	28/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Valero Energy Corporation	VLO	USA	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. CEO pay increased in FY21, primarily driven by a larger equity grant. Long-term incentives are half performance based; however, one-third of performance equity can be earned after just a one-year performance period. Further, performance equity continues to target merely median TSR, a goal that is not considered to be particularly rigorous, and vesting is not capped if absolute TSR is negative. Lastly, investors are advised to monitor the new ESG modifiers in the long-term incentive program, which have resulted in maximum-level adjustments to both of the completed cycles where the modifiers have been applied.
Valero Energy Corporation	VLO	USA	28/04/2022	GHG Emissions	Disclose Climate Action Plan and GHG Emissions Reduction Targets	For	For	A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks. BACKGROUND INFORMATION Policies: Climate Change/Greenhouse Gas (GHG) Emissions
Vulcan Materials Company	VMC	USA	13/05/2022	Elect Director	Elect Director Kathleen L. Quirk	For	For	A vote FOR the director nominees is warranted.
Vulcan Materials Company	VMC	USA	13/05/2022	Elect Director	Elect Director David P. Steiner	For	For	A vote FOR the director nominees is warranted.
Vulcan Materials Company	VMC	USA	13/05/2022	Elect Director	Elect Director Lee J. Styslinger, III	For	For	A vote FOR the director nominees is warranted.
Vulcan Materials Company	VMC	USA	13/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily linked to pre-set financial metrics and long-term incentives are chiefly performance-conditioned and linked to multi-year performance periods. With that said, concerns are raised regarding the rigor of the LTI plan's performance shares, as relative TSR targets median performance and there is no disclosed payout cap if absolute TSR is negative.
Vulcan Materials Company	VMC	USA	13/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Virgin Money UK Plc	VMUK	United Kingdom	17/02/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Virgin Money UK Plc	VMUK	United Kingdom	17/02/2022	Elect Director	Re-elect Darren Pope as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Virgin Money UK Plc	VMUK	United Kingdom	17/02/2022	Elect Director	Re-elect Amy Stirling as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Virgin Money UK Plc	VMUK	United Kingdom	17/02/2022	Elect Director	Re-elect Tim Wade as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Virgin Money UK Plc	VMUK	United Kingdom	17/02/2022	Ratify Auditors	Reappoint Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Virgin Money UK Plc	VMUK	United Kingdom	17/02/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.

Virgin Money UK Plc	VMUK	United Kingdom	17/02/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Virgin Money UK Plc	VMUK	United Kingdom	17/02/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Virgin Money UK Plc	VMUK	United Kingdom	17/02/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Virgin Money UK Plc	VMUK	United Kingdom	17/02/2022	Approve/Amend Conversion of Securities	Authorise Issue of Equity in Connection with AT1 Securities	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders: " If the Company were to issue AT1 Securities and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: " Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and" The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.
Virgin Money UK Plc	VMUK	United Kingdom	17/02/2022	Approve/Amend Conversion of Securities	Authorise Issue of Equity without Pre-emptive Rights in Connection with AT1 Securities	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders." If the Company were to issue AT1 Securities and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: " Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and" The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.
Virgin Money UK Plc	VMUK	United Kingdom	17/02/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted although it is not without concerns: " CFO Clifford Abrahams' starting salary has been set at a level that is materially higher than that of his predecessor, and the Company has not provided rationale in the meeting materials to help explain how the salary level was determined." There has been a material reduction in year-on-year performance targets for some of the financial measures utilised in variable pay." There is material overlap of several key performance targets utilised by the annual bonus and LTIP.The main reasons for support are: " Clifford Abrahams experience and remuneration at his previous employer is acknowledged." It is recognised that many companies faced difficulties in setting appropriately stretching targets at the start of the year given the market environment. Furthermore, no concerns have been raised regarding performance outcomes, with the Remuneration Committee exercising discretion to revise bonus outcomes downwards from c. 67% to c. 12% of maximum opportunity." Performance measures for the 2021 LTI and 2022 bonus have been modified to reflect longer term strategic focus on growth and performance of the business." No material disconnect between pay and performance has been identified." The Company returned to profit during the year and has reinstated dividend payments.
Virgin Money UK Plc	VMUK	United Kingdom	17/02/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Virgin Money UK Plc	VMUK	United Kingdom	17/02/2022	Authorize Direct Share Repurchase Program	Authorise Off-Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted in the absence of material concerns.
Virgin Money UK Plc	VMUK	United Kingdom	17/02/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Virgin Money UK Plc	VMUK	United Kingdom	17/02/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Virguk	VMUK	United Kingdom	17/02/2022	Elect Director	Elect Clifford Abrahams as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Virguk	VMUK	United Kingdom	17/02/2022	Elect Director	Re-elect David Bennett as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Virguk	VMUK	United Kingdom	17/02/2022	Elect Director	Re-elect Paul Coby as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Virguk	VMUK	United Kingdom	17/02/2022	Elect Director	Re-elect David Duffy as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Virguk	VMUK	United Kingdom	17/02/2022	Elect Director	Re-elect Geeta Gopalan as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Virguk	VMUK	United Kingdom	17/02/2022	Elect Director	Elect Elena Novokreshchenova as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
VMware, Inc.	VMW	USA	23/07/2021	Elect Director	Elect Director Kenneth Denman	For	For	A vote FOR Kenneth Denman is warranted.
VMware, Inc.	VMW	USA	23/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Some concerns are noted as forward-looking performance targets for the long-term TSR modifier are not disclosed, and payout for the individual STI component is initially funded above the achievement of the financial component. However, annual incentives are contingent on pre-set financial metrics, and the committee applied negative discretion to payouts and reduced bonus opportunities following certain COVID-related changes. In addition, the committee increased the proportion of performance-based equity for most NEOs, and the total value of the CEO's equity awards was reduced significantly compared to the previous year. While the primary metrics used in the long-term incentive plan are measured over a series of one-year periods, final payouts are subject to an additional three-year TSR modifier, and the plan no longer uses metrics that overlap with the annual incentive program.
VMware, Inc.	VMW	USA	23/07/2021	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	Against	Against	Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: " The plan cost is excessive;" The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and" The plan allows broad discretion to accelerate vesting.
VMware, Inc.	VMW	USA	23/07/2021	Amend Qualified Employee Stock Purchase Plan	Amend Qualified Employee Stock Purchase Plan	Against	Against	Support for this proposal would have been warranted given that: " The purchase price is reasonable;" The number of shares reserved is reasonable; and" The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.However, due to the proximity of the annual meeting, a vote AGAINST this proposal continues to be warranted.
VMware, Inc.	VMW	USA	23/07/2021	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Vornado Realty Trust	VNO	USA	19/05/2022	Elect Director	Elect Director Steven Roth	For	For	A vote FOR the director nominees is warranted.
Vornado Realty Trust	VNO	USA	19/05/2022	Elect Director	Elect Director Russell B. Wight, Jr.	For	For	A vote FOR the director nominees is warranted.
Vornado Realty Trust	VNO	USA	19/05/2022	Elect Director	Elect Director Candace K. Beinecke	For	For	A vote FOR the director nominees is warranted.
Vornado Realty Trust	VNO	USA	19/05/2022	Elect Director	Elect Director Michael D. Fascitelli	For	For	A vote FOR the director nominees is warranted.
Vornado Realty Trust	VNO	USA	19/05/2022	Elect Director	Elect Director Beatrice Hamza Bassey	For	For	A vote FOR the director nominees is warranted.
Vornado Realty Trust	VNO	USA	19/05/2022	Elect Director	Elect Director William W. Helman, IV	For	For	A vote FOR the director nominees is warranted.
Vornado Realty Trust	VNO	USA	19/05/2022	Elect Director	Elect Director David M. Mandelbaum	For	For	A vote FOR the director nominees is warranted.
Vornado Realty Trust	VNO	USA	19/05/2022	Elect Director	Elect Director Raymond J. McGuire	For	For	A vote FOR the director nominees is warranted.
Vornado Realty Trust	VNO	USA	19/05/2022	Elect Director	Elect Director Mandakini Puri	For	For	A vote FOR the director nominees is warranted.
Vornado Realty Trust	VNO	USA	19/05/2022	Elect Director	Elect Director Daniel R. Tisch	For	For	A vote FOR the director nominees is warranted.
Vornado Realty Trust	VNO	USA	19/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Vornado Realty Trust	VNO	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. Although the annual bonus pool is funded formulaically, individual payouts are discretionarily determined, and the proxy lacks key disclosures, such as performance targets, the CEO's target opportunity, or per-metric weightings. The redesigned LTI program also raises structural and disclosure concerns. Half of performance awards are primarily earned based on relative TSR metrics that target merely the median, and the remaining half are primarily earned based on annual operational goals for which forward-looking targets are not entirely disclosed. Concerns over the use of an annual measurement period are not substantially mitigated by the existence of a three-year modifier, as the modifier may only reduce awards by up to 30 percent.
Vodafone Group Plc	VOD	United Kingdom	27/07/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Vodafone Group Plc	VOD	United Kingdom	27/07/2021	Elect Director	Re-elect Maria Amparo Moraleda Martinez as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Vodafone Group Plc	VOD	United Kingdom	27/07/2021	Elect Director	Re-elect Sanjiv Ahuja as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Vodafone Group Plc	VOD	United Kingdom	27/07/2021	Elect Director	Re-elect David Nish as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Vodafone Group Plc	VOD	United Kingdom	27/07/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Vodafone Group Plc	VOD	United Kingdom	27/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Vodafone Group Plc	VOD	United Kingdom	27/07/2021	Ratify Auditors	Reappoint Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Vodafone Group Plc	VOD	United Kingdom	27/07/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Vodafone Group Plc	VOD	United Kingdom	27/07/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Vodafone Group Plc	VOD	United Kingdom	27/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Vodafone Group Plc	VOD	United Kingdom	27/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Vodafone Group Plc	VOD	United Kingdom	27/07/2021	Elect Director	Elect Olaf Swantee as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Vodafone Group Plc	VOD	United Kingdom	27/07/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Vodafone Group Plc	VOD	United Kingdom	27/07/2021	Adopt New Articles of Association/Charter	Adopt New Articles of Association	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Vodafone Group Plc	VOD	United Kingdom	27/07/2021	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Vodafone Group Plc	VOD	United Kingdom	27/07/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Vodafone Group Plc	VOD	United Kingdom	27/07/2021	Elect Director	Re-elect Jean-Francois van Boxmeer as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Vodafone Group Plc	VOD	United Kingdom	27/07/2021	Elect Director	Re-elect Nick Read as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Vodafone Group Plc	VOD	United Kingdom	27/07/2021	Elect Director	Re-elect Margherita Della Valle as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Vodafone Group Plc	VOD	United Kingdom	27/07/2021	Elect Director	Re-elect Sir Crispin Davis as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Vodafone Group Plc	VOD	United Kingdom	27/07/2021	Elect Director	Re-elect Michel Demare as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Vodafone Group Plc	VOD	United Kingdom	27/07/2021	Elect Director	Re-elect Dame Ciara Furse as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Vodafone Group Plc	VOD	United Kingdom	27/07/2021	Elect Director	Re-elect Valerie Gooding as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Varonis Systems, Inc.	VRNS	USA	25/05/2022	Elect Director	Elect Director Carlos Aued	For	For	A vote FOR the director nominees is warranted.
Varonis Systems, Inc.	VRNS	USA	25/05/2022	Elect Director	Elect Director Kevin Cornelli	For	For	A vote FOR the director nominees is warranted.
Varonis Systems, Inc.	VRNS	USA	25/05/2022	Elect Director	Elect Director John J. Gavin, Jr.	For	For	A vote FOR the director nominees is warranted.

Varonis Systems, Inc.	VRNS	USA	25/05/2022	Elect Director	Elect Director Fred van den Bosch	For	For	A vote FOR the director nominees is warranted.
Varonis Systems, Inc.	VRNS	USA	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Varonis Systems, Inc.	VRNS	USA	25/05/2022	Ratify Auditors	Ratify Kost Forer Gabbay & Kasierer as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Verisk Analytics, Inc.	VRSK	USA	25/05/2022	Elect Director	Elect Director Jeffrey Dailey	For	For	A vote FOR the director nominees is warranted.
Verisk Analytics, Inc.	VRSK	USA	25/05/2022	Elect Director	Elect Director Constantine P. Iordanou	For	For	A vote FOR the director nominees is warranted.
Verisk Analytics, Inc.	VRSK	USA	25/05/2022	Elect Director	Elect Director Wendy Lane	For	For	A vote FOR the director nominees is warranted.
Verisk Analytics, Inc.	VRSK	USA	25/05/2022	Elect Director	Elect Director Lee M. Shavel	For	For	A vote FOR the director nominees is warranted.
Verisk Analytics, Inc.	VRSK	USA	25/05/2022	Elect Director	Elect Director Kimberly S. Stevenson	For	For	A vote FOR the director nominees is warranted.
Verisk Analytics, Inc.	VRSK	USA	25/05/2022	Declassify the Board of Directors	Declassify the Board of Directors	For	For	A vote FOR this proposal is warranted as providing for the declassification of the board would promote director accountability to shareholders.
Verisk Analytics, Inc.	VRSK	USA	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review. Annual incentives were largely based on pre-set financial goals and granted equity was targeted to be half performance based.
Verisk Analytics, Inc.	VRSK	USA	25/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
VerSign, Inc.	VRSN	USA	26/05/2022	Elect Director	Elect Director D. James Bidzos	For	For	A vote FOR the director nominees is warranted.
VerSign, Inc.	VRSN	USA	26/05/2022	Elect Director	Elect Director Courtney D. Armstrong	For	For	A vote FOR the director nominees is warranted.
VerSign, Inc.	VRSN	USA	26/05/2022	Elect Director	Elect Director Yehuda Ari Buchalter	For	For	A vote FOR the director nominees is warranted.
VerSign, Inc.	VRSN	USA	26/05/2022	Elect Director	Elect Director Kathleen A. Cote	For	For	A vote FOR the director nominees is warranted.
VerSign, Inc.	VRSN	USA	26/05/2022	Elect Director	Elect Director Thomas F. Frist, III	For	For	A vote FOR the director nominees is warranted.
VerSign, Inc.	VRSN	USA	26/05/2022	Elect Director	Elect Director Jamie S. Gorelick	For	For	A vote FOR the director nominees is warranted.
VerSign, Inc.	VRSN	USA	26/05/2022	Elect Director	Elect Director Roger H. Moore	For	For	A vote FOR the director nominees is warranted.
VerSign, Inc.	VRSN	USA	26/05/2022	Elect Director	Elect Director Timothy Tomlinson	For	For	A vote FOR the director nominees is warranted.
VerSign, Inc.	VRSN	USA	26/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay is conditioned on objective financial performance metrics.
VerSign, Inc.	VRSN	USA	26/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
VerSign, Inc.	VRSN	USA	26/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Eliminate Holding Period for Shareholders to Call Special Meeting	Against	Against	A vote AGAINST this proposal is warranted. The existing one-year holding period is not especially problematic and is consistent with SEC requirements for filing shareholder proposals. Furthermore, the holding period provides a reasonable safeguard against abuse of the right.
Vertex Pharmaceuticals Incorporated	VRTX	USA	18/05/2022	Elect Director	Elect Director Sangeeta Bhatia	For	For	A vote FOR the director nominees is warranted.
Vertex Pharmaceuticals Incorporated	VRTX	USA	18/05/2022	Elect Director	Elect Director Bruce Sachs	For	For	A vote FOR the director nominees is warranted.
Vertex Pharmaceuticals Incorporated	VRTX	USA	18/05/2022	Elect Director	Elect Director Suketu 'Suky' Upadhyay	For	For	A vote FOR the director nominees is warranted.
Vertex Pharmaceuticals Incorporated	VRTX	USA	18/05/2022	Elect Director	Elect Director Lloyd Carney	For	For	A vote FOR the director nominees is warranted.
Vertex Pharmaceuticals Incorporated	VRTX	USA	18/05/2022	Elect Director	Elect Director Alan Garber	For	For	A vote FOR the director nominees is warranted.
Vertex Pharmaceuticals Incorporated	VRTX	USA	18/05/2022	Elect Director	Elect Director Terrence Kearney	For	For	A vote FOR the director nominees is warranted.
Vertex Pharmaceuticals Incorporated	VRTX	USA	18/05/2022	Elect Director	Elect Director Reshma Kewalramani	For	For	A vote FOR the director nominees is warranted.
Vertex Pharmaceuticals Incorporated	VRTX	USA	18/05/2022	Elect Director	Elect Director Yuchun Lee	For	For	A vote FOR the director nominees is warranted.
Vertex Pharmaceuticals Incorporated	VRTX	USA	18/05/2022	Elect Director	Elect Director Jeffrey Leiden	For	For	A vote FOR the director nominees is warranted.
Vertex Pharmaceuticals Incorporated	VRTX	USA	18/05/2022	Elect Director	Elect Director Margaret McGlynn	For	For	A vote FOR the director nominees is warranted.
Vertex Pharmaceuticals Incorporated	VRTX	USA	18/05/2022	Elect Director	Elect Director Diana McKenzie	For	For	A vote FOR the director nominees is warranted.
Vertex Pharmaceuticals Incorporated	VRTX	USA	18/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Vertex Pharmaceuticals Incorporated	VRTX	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although there are structural concerns with the STI and LTI design, a vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.
Vertex Pharmaceuticals Incorporated	VRTX	USA	18/05/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Ventas Inc.	VTR	USA	27/04/2022	Elect Director (Management)	Elect Director Melody C. Barnes	For	For	In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.
Ventas Inc.	VTR	USA	27/04/2022	Elect Director (Management)	Elect Director James D. Shelton	For	For	In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.
Ventas Inc.	VTR	USA	27/04/2022	Elect Director (Management)	Elect Director Maurice S. Smith	For	For	In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.
Ventas Inc.	VTR	USA	27/04/2022	Elect Director (Management)	Elect Director Debra A. Cafaro	For	For	In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.
Ventas Inc.	VTR	USA	27/04/2022	Elect Director (Management)	Elect Director Michael J. Embler	For	For	In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.
Ventas Inc.	VTR	USA	27/04/2022	Elect Director (Management)	Elect Director Matthew J. Lustig	For	For	In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.
Ventas Inc.	VTR	USA	27/04/2022	Elect Director (Management)	Elect Director Roxanne M. Martino	For	For	In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.
Ventas Inc.	VTR	USA	27/04/2022	Elect Director (Management)	Elect Director Marguerite M. Nader	For	For	In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.
Ventas Inc.	VTR	USA	27/04/2022	Elect Director (Management)	Elect Director Sean P. Nolan	For	For	In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.
Ventas Inc.	VTR	USA	27/04/2022	Elect Director (Management)	Elect Director Walter C. Rakowich	For	For	In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.
Ventas Inc.	VTR	USA	27/04/2022	Elect Director (Management)	Elect Director Robert D. Reed	For	For	In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.
Ventas Inc.	VTR	USA	27/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. There are structural concerns identified with the STI program changes for FY21, which were implemented due to the pandemic. The program appears largely discretionary, as half of awards were earned based on individual performance and the remainder was based on corporate goals that are mostly described in qualitative terms, with minimal disclosure of pre-set, quantified targets and results. The company's rationale for this structure is not considered compelling for FY21, and the structural concerns identified are not mitigated by discretionary reductions to STI payouts. LTI program concerns are also identified, as the relative TSR metrics target merely the index without a disclosed cap in the event of negative TSR and forward-looking goals for the remaining metrics are not disclosed. Lastly, NEOs received retention awards that lack performance-vesting criteria.
Ventas Inc.	VTR	USA	27/04/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Ventas Inc.	VTR	USA	27/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Vestas Wind Systems A/S	VWS	Denmark	5/04/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Report of Board			This is a routine, non-voting item.
Vestas Wind Systems A/S	VWS	Denmark	5/04/2022	Transact Other Business (Non-Voting)	Other Business			This is a routine, non-voting item.
Vestas Wind Systems A/S	VWS	Denmark	5/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Vestas Wind Systems A/S	VWS	Denmark	5/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of DKK 0.37 Per Share	For	For	A vote FOR this income allocation proposal is warranted as it is in line with the company's dividend policy.
Vestas Wind Systems A/S	VWS	Denmark	5/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report (Advisory Vote)	For	For	A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice. However, it is not without a concern, regarding the lack of retrospective disclosure of performance targets attached to the variable remuneration.

Vestas Wind Systems A/S	VWS	Denmark	5/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of DKK 1.365 Million for Chairman, DKK 910,350 for Vice Chairman and DKK 455,175 for Other Directors; Approve Remuneration for Committee Work	For	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.
Vestas Wind Systems A/S	VWS	Denmark	5/04/2022	Elect Director	Reelect Anders Runevad as Director	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Vestas Wind Systems A/S	VWS	Denmark	5/04/2022	Elect Director	Reelect Bert Nordberg as Director	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Vestas Wind Systems A/S	VWS	Denmark	5/04/2022	Elect Director	Reelect Bruce Grant as Director	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Vestas Wind Systems A/S	VWS	Denmark	5/04/2022	Elect Director	Reelect Eva Mirette Soléde Berneke as Director	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Vestas Wind Systems A/S	VWS	Denmark	5/04/2022	Elect Director	Reelect Helle Thorning-Schmidt as Director	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Vestas Wind Systems A/S	VWS	Denmark	5/04/2022	Elect Director	Reelect Karl-Henrik Sundström as Director	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Vestas Wind Systems A/S	VWS	Denmark	5/04/2022	Elect Director	Reelect Kentaro Hosomi as Director	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Vestas Wind Systems A/S	VWS	Denmark	5/04/2022	Elect Director	Elect Lena Olving as New Director	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Vestas Wind Systems A/S	VWS	Denmark	5/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Vestas Wind Systems A/S	VWS	Denmark	5/04/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.
Vestas Wind Systems A/S	VWS	Denmark	5/04/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For	A vote FOR this formality is warranted as it will not have any impact on the material content of the adopted resolutions.
Verizon Communications Inc.	VZ	USA	12/05/2022	Elect Director	Elect Director Shellye Archambeau	For	For	A vote FOR the director nominees is warranted.
Verizon Communications Inc.	VZ	USA	12/05/2022	Elect Director	Elect Director Hans Vestberg	For	For	A vote FOR the director nominees is warranted.
Verizon Communications Inc.	VZ	USA	12/05/2022	Elect Director	Elect Director Gregory Weaver	For	For	A vote FOR the director nominees is warranted.
Verizon Communications Inc.	VZ	USA	12/05/2022	Elect Director	Elect Director Roxanne Austin	For	For	A vote FOR the director nominees is warranted.
Verizon Communications Inc.	VZ	USA	12/05/2022	Elect Director	Elect Director Mark Bertolini	For	For	A vote FOR the director nominees is warranted.
Verizon Communications Inc.	VZ	USA	12/05/2022	Elect Director	Elect Director Melanie Healey	For	For	A vote FOR the director nominees is warranted.
Verizon Communications Inc.	VZ	USA	12/05/2022	Elect Director	Elect Director Lawman Narasimhan	For	For	A vote FOR the director nominees is warranted.
Verizon Communications Inc.	VZ	USA	12/05/2022	Elect Director	Elect Director Clarence Otis, Jr.	For	For	A vote FOR the director nominees is warranted.
Verizon Communications Inc.	VZ	USA	12/05/2022	Elect Director	Elect Director Daniel Schulman	For	For	A vote FOR the director nominees is warranted.
Verizon Communications Inc.	VZ	USA	12/05/2022	Elect Director	Elect Director Rodney Slater	For	For	A vote FOR the director nominees is warranted.
Verizon Communications Inc.	VZ	USA	12/05/2022	Elect Director	Elect Director Carol Tome	For	For	A vote FOR the director nominees is warranted.
Verizon Communications Inc.	VZ	USA	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. While concerns remain regarding certain perquisites, both short- and long-term incentive programs are primarily performance-based, and equity awards rely on multi-year performance periods.
Verizon Communications Inc.	VZ	USA	12/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Verizon Communications Inc.	VZ	USA	12/05/2022	Charitable Contributions	Report on Charitable Contributions	Against	Against	A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.
Verizon Communications Inc.	VZ	USA	12/05/2022	Clawback of Incentive Payments	Amend Senior Executive Compensation Clawback Policy	For	For	A vote FOR this proposal is warranted as the company's current clawback policy does not provide for the disclosure of the amounts and circumstances surrounding any recoupments. Such disclosure would benefit shareholders.
Verizon Communications Inc.	VZ	USA	12/05/2022	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	For	A vote FOR this item is warranted given that the proposal applies only to future severance arrangements, the current agreements will not be affected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.
Verizon Communications Inc.	VZ	USA	12/05/2022	Operations in High Risk Countries	Report on Operations in Communist China	Against	Against	A vote AGAINST this proposal is warranted, as the company provides sufficient disclosure related to its policies, processes, and oversight mechanisms related to managing and mitigating risks of its operations and business activities in China.
Westinghouse Air Brake Technologies Corporation	WAB	USA	18/05/2022	Elect Director	Elect Director William E. Kassling	For	For	A vote FOR the director nominees is warranted.
Westinghouse Air Brake Technologies Corporation	WAB	USA	18/05/2022	Elect Director	Elect Director Albert J. Neupaver	For	For	A vote FOR the director nominees is warranted.
Westinghouse Air Brake Technologies Corporation	WAB	USA	18/05/2022	Elect Director	Elect Director Ann R. Klee	For	For	A vote FOR the director nominees is warranted.
Westinghouse Air Brake Technologies Corporation	WAB	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay is conditioned on objective performance metrics.
Westinghouse Air Brake Technologies Corporation	WAB	USA	18/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Waters Corporation	WAT	USA	24/05/2022	Elect Director	Elect Director Udit Batra	For	For	A vote FOR the director nominees is warranted.
Waters Corporation	WAT	USA	24/05/2022	Elect Director	Elect Director Linda Baddour	For	For	A vote FOR the director nominees is warranted.
Waters Corporation	WAT	USA	24/05/2022	Elect Director	Elect Director Edward Conard	For	For	A vote FOR the director nominees is warranted.
Waters Corporation	WAT	USA	24/05/2022	Elect Director	Elect Director Pearl S. Huang	For	For	A vote FOR the director nominees is warranted.
Waters Corporation	WAT	USA	24/05/2022	Elect Director	Elect Director Wei Jiang	For	For	A vote FOR the director nominees is warranted.
Waters Corporation	WAT	USA	24/05/2022	Elect Director	Elect Director Christopher A. Kuebler	For	For	A vote FOR the director nominees is warranted.
Waters Corporation	WAT	USA	24/05/2022	Elect Director	Elect Director Flemming Ornskov	For	For	A vote FOR the director nominees is warranted.
Waters Corporation	WAT	USA	24/05/2022	Elect Director	Elect Director Thomas P. Salice	For	For	A vote FOR the director nominees is warranted.
Waters Corporation	WAT	USA	24/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Waters Corporation	WAT	USA	24/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as CEO pay and company performance are reasonably aligned at this time. While the company increased the potential impact of the individual performance modifier on annual incentive awards, the majority of CEO pay remains conditioned on objective financial performance metrics.
Weibo Corporation	WB	Cayman Islands	1/12/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles	For	For	A vote FOR this item is warranted as the proposed amendments appear to positively impact shareholders' rights.
Weibo Corporation	WB	Cayman Islands	1/12/2021	Elect Director	Elect Director Daniel Yong Zhang	Against	Against	A vote AGAINST non-independent director nominees Hong Du and Yong (Daniel) Zhang is warranted for failing to establish a board on which a majority of the directors are independent directors and due to the company's lack of a formal nominating committee.A vote FOR the remaining nominee, Pehong Chen, is warranted.
Weibo Corporation	WB	Cayman Islands	1/12/2021	Elect Director	Elect Director Pehong Chen	For	For	A vote AGAINST non-independent director nominees Hong Du and Yong (Daniel) Zhang is warranted for failing to establish a board on which a majority of the directors are independent directors and due to the company's lack of a formal nominating committee.A vote FOR the remaining nominee, Pehong Chen, is warranted.
Weibo Corporation	WB	Cayman Islands	1/12/2021	Change Company Name	Adopt Chinese Name as Dual Foreign Name of the Company	For	For	A vote FOR this item is warranted as the proposed adoption of a dual foreign name is not expected to have any demonstrable effect on shareholders' rights or shareholder value.
Weibo Corporation	WB	Cayman Islands	1/12/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles	For	For	A vote FOR this resolution is warranted given that, on balance, the proposed amendments to the company's articles serve to have a greater positive impact rather than an adverse impact on shareholder rights.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Elect Director	Elect Director Janice M. Babiak	For	For	Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.A vote FOR all other director nominees is warranted.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Elect Director	Elect Director David J. Braier	For	For	Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.A vote FOR all other director nominees is warranted.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Elect Director	Elect Director Rosalind G. Brewer	For	For	Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.A vote FOR all other director nominees is warranted.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Elect Director	Elect Director William C. Foote	For	For	Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.A vote FOR all other director nominees is warranted.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Elect Director	Elect Director Ginger L. Graham	Against	Against	Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.A vote FOR all other director nominees is warranted.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Elect Director	Elect Director Valerie B. Jarrett	Against	Against	Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.A vote FOR all other director nominees is warranted.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Elect Director	Elect Director John A. Lederer	Against	Against	Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.A vote FOR all other director nominees is warranted.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Elect Director	Elect Director Dominic P. Murphy	For	For	Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.A vote FOR all other director nominees is warranted.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Elect Director	Elect Director Stefano Pessina	For	For	Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.A vote FOR all other director nominees is warranted.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Elect Director	Elect Director Nancy M. Schlichting	Against	Against	Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.A vote FOR all other director nominees is warranted.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST the proposal is warranted. In response to last year's failed say-on-pay vote, the proxy included disclosure regarding feedback received from shareholders. However, disclosure of engagement efforts was incomplete and, more concerning, the pay program changes did not fully address the most prominent shareholder concern regarding the use of positive discretion to increase 2020 closing cycle LTI earnings. In addition, a mitigated pay-for-performance misalignment exists for the year in review. The annual bonus was based on pre-set objective metrics with clear disclosure regarding the payout structure, targets, and actual performance, though a concern is noted regarding the use of an individual performance modifier, particularly given shareholder feedback regarding the use of positive discretion. The long-term incentive program is half performance-conditioned equity, which utilizes a multi-year performance period. Though forward-looking targets were not disclosed, these goals are disclosed retroactively at the end of the performance period.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Company-Specific--Governance-Related	Amend Certificate of Incorporation to Become a Public Benefit Corporation	Against	Against	A vote AGAINST this proposal is warranted, as the request for the board to amend the company's Certificate of Incorporation to become a Public Benefit Corporation does not appear to be necessary to see that the company is acting in a responsible and sustainable way.

Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold would make the special meeting right more easily exercisable by institutional investors, while still providing protection against abuse.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Prepare Tobacco-Related Report	Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	Against	Against	A vote AGAINST this resolution is warranted because: "The company currently provides sufficient disclosure regarding its policies and practices related to the sale of tobacco products and its risk oversight mechanisms;" The company does not appear to be lagging a majority of its peers regarding sales of tobacco products; and" It is unclear how the requested report would be of benefit to shareholders.
Westpac Banking Corp.	WBC	Australia	15/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the 2021 remuneration report is warranted. Performance improved in FY21 and there is no identified misalignment between pay and performance and shareholder outcomes. STVR awards were below target levels and the LTVR lapsed in full for the sixth year running. Nevertheless, the qualification is based on shareholder concerns including: " Disproportionate weighting to non-financial measures in the STVR to fix prior issues," Continuing payment of excessive sign-on bonuses," Generous contractual terms on executive termination, and" Narrow curated LTVR peer group for the relative TSR performance measures which does not incorporate a positive TSR gateway.
Westpac Banking Corp.	WBC	Australia	15/12/2021	Approve Share Plan Grant	Approve Grant of Performance Share Rights to Peter King	For	For	A qualified vote FOR the grant of performance share rights to the CEO is warranted." The quantum of the award is consistent with market at 130 percent of CEO fixed remuneration," The number of share rights has been determined using face value (actual share price) methodology with no discounting," The performance conditions are based solely on relative TSR," The performance period is four years consistent with the regulatory standards for banking executives, and" Appropriate clawback and malus provisions have been implemented. The qualification is to highlight concerns for the small and curated number of companies in the peer group and the extent to which the board has overriding discretion in relation to vesting of performance hurdles if deemed appropriate. Importantly, there is no positive TSR gateway requirement to ensure that any bonus on vesting of rights is only paid where there is a positive return to shareholders.
Westpac Banking Corp.	WBC	Australia	15/12/2021	Elect Director	Elect Nerida Caesar as Director	Against	Against	A vote AGAINST the re-election of Nerida Caesar is warranted. She is a remaining director on the board and a member of key board committees over a period when material corporate governance and risk failure have been identified as observed in the financial services Royal Commission and through regulatory interventions by APRA, AUSTRAC and ASIC. It is also noted that at the 2019 AGM, Ms Caesar had an elevated shareholder vote against her election. Shareholder support FOR the election of Nora Scheinkestel and Audette Exel and re-election of Margie Seale is warranted as no material issues have been identified regarding these director nominees.
Westpac Banking Corp.	WBC	Australia	15/12/2021	Elect Director	Elect Margaret Seale as Director	For	For	A vote AGAINST the re-election of Nerida Caesar is warranted. She is a remaining director on the board and a member of key board committees over a period when material corporate governance and risk failure have been identified as observed in the financial services Royal Commission and through regulatory interventions by APRA, AUSTRAC and ASIC. It is also noted that at the 2019 AGM, Ms Caesar had an elevated shareholder vote against her election. Shareholder support FOR the election of Nora Scheinkestel and Audette Exel and re-election of Margie Seale is warranted as no material issues have been identified regarding these director nominees.
Westpac Banking Corp.	WBC	Australia	15/12/2021	Elect Director	Elect Nora Scheinkestel as Director	For	For	A vote AGAINST the re-election of Nerida Caesar is warranted. She is a remaining director on the board and a member of key board committees over a period when material corporate governance and risk failure have been identified as observed in the financial services Royal Commission and through regulatory interventions by APRA, AUSTRAC and ASIC. It is also noted that at the 2019 AGM, Ms Caesar had an elevated shareholder vote against her election. Shareholder support FOR the election of Nora Scheinkestel and Audette Exel and re-election of Margie Seale is warranted as no material issues have been identified regarding these director nominees.
Westpac Banking Corp.	WBC	Australia	15/12/2021	Elect Director	Elect Audette Exel as Director	For	For	A vote AGAINST the re-election of Nerida Caesar is warranted. She is a remaining director on the board and a member of key board committees over a period when material corporate governance and risk failure have been identified as observed in the financial services Royal Commission and through regulatory interventions by APRA, AUSTRAC and ASIC. It is also noted that at the 2019 AGM, Ms Caesar had an elevated shareholder vote against her election. Shareholder support FOR the election of Nora Scheinkestel and Audette Exel and re-election of Margie Seale is warranted as no material issues have been identified regarding these director nominees.
Westpac Banking Corp.	WBC	Australia	15/12/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	For	For	A vote FOR the adoption of the amended constitution is warranted. This is a bundled resolution that includes a number of administrative, governance and legislative amendments and no material governance concerns have been identified.
Westpac Banking Corp.	WBC	Australia	15/12/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution Re: Sub-Clause 7.3A	Against	Against	A vote AGAINST this resolution is warranted. This request to amend the company's constitution is potentially broad with no regulatory framework to oversee shareholder proposals. The Board has confirmed its willingness to consult with the shareholder proponents with a view to addressing shareholder requirements, and to publicly discuss the resolutions at the AGM.
Westpac Banking Corp.	WBC	Australia	15/12/2021	Report on Climate Change	Approve Transition Planning Disclosure	For	For	A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.
Weebit Nano Ltd	WBT	Australia	16/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the adoption of the remuneration report is warranted due to: "Insufficient disclosure on the bonuses awarded to the CEO, which appears excessive and at odds with company performance during FY21;" Unacceptable vesting period and insufficiently demanding performance hurdle of incentive awards; and" Grant of equity incentives to non-executive directors.
Weebit Nano Ltd	WBT	Australia	16/11/2021	Approve Stock Option Plan Grants	Approve Issuance of Options to Fred Bart	Against	Against	A vote AGAINST these resolutions is warranted because local market guidelines do not support incentive equity awards to NEDs in light of ensuring independent judgment by the NEDs and preventing any potential conflict of interest.
Weebit Nano Ltd	WBT	Australia	16/11/2021	Approve Stock Option Plan Grants	Approve Issuance of Options to S. Atiq Raza	Against	Against	A vote AGAINST these resolutions is warranted because local market guidelines do not support incentive equity awards to NEDs in light of ensuring independent judgment by the NEDs and preventing any potential conflict of interest.
Weebit Nano Ltd	WBT	Australia	16/11/2021	Renew Partial Takeover Provision	Approve Re-insertion of Partial Takeover Plebiscites in the Constitution	For	For	A vote FOR this resolution is warranted.
Weebit Nano Ltd	WBT	Australia	16/11/2021	Elect Director	Elect Ashley Krongold as Director	Against	Against	Votes AGAINST incumbent nominees Frederick (Fred) Bart and Ashley Krongold are warranted for lack of gender diversity on the board.
Weebit Nano Ltd	WBT	Australia	16/11/2021	Elect Director	Elect Fred Bart as Director	Against	Against	Votes AGAINST incumbent nominees Frederick (Fred) Bart and Ashley Krongold are warranted for lack of gender diversity on the board.
Weebit Nano Ltd	WBT	Australia	16/11/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve the Issuance of Up to 10 Percent of the Company's Issued Capital	Against	Against	A vote AGAINST this resolution is warranted because there appears to be no immediate need for the additional authority based on the company's most recent quarterly cash flow report.
Weebit Nano Ltd	WBT	Australia	16/11/2021	Amend Terms of Outstanding Options	Approve Amendment to Terms of Existing Employee Incentive Option Plan	For	For	A vote FOR this resolution is warranted.
Weebit Nano Ltd	WBT	Australia	16/11/2021	Amend Executive Share Option Plan	Approve Amended Employee Incentive Option Plan	For	For	A qualified vote FOR this resolution is warranted given that the Amended Employee Incentive Plan establishes a broader framework for equity incentives to a wider range of the company's employees. However, governance concerns exist given the fact that non-executive directors may participate under the plan. This aspect is inconsistent with shareholder expectations in this market that NEDs do not receive incentive-based pay. Nonetheless, it is noted that any grant to a NED would require shareholder approval.
Weebit Nano Ltd	WBT	Australia	16/11/2021	Approve Stock Option Plan Grants	Approve Issuance of Options to Jacob Hanoch	Against	Against	A vote AGAINST these resolutions is warranted because the material terms of the proposed grants are not in line with local market standards.
Weebit Nano Ltd	WBT	Australia	16/11/2021	Approve Stock Option Plan Grants	Approve Issuance of Options to David Perlmutter	Against	Against	A vote AGAINST these resolutions is warranted because local market guidelines do not support incentive equity awards to NEDs in light of ensuring independent judgment by the NEDs and preventing any potential conflict of interest.
Weebit Nano Ltd	WBT	Australia	16/11/2021	Approve Stock Option Plan Grants	Approve Issuance of Options to Yaov Nissan-Cohen	Against	Against	A vote AGAINST these resolutions is warranted because the material terms of the proposed grants are not in line with local market standards.
Weebit Nano Ltd	WBT	Australia	16/11/2021	Approve Stock Option Plan Grants	Approve Issuance of Options to Ashley Krongold	Against	Against	A vote AGAINST these resolutions is warranted because local market guidelines do not support incentive equity awards to NEDs in light of ensuring independent judgment by the NEDs and preventing any potential conflict of interest.
Weebit Nano Ltd	WBT	Australia	16/11/2021	Approve Shares Issued for a Private Placement to a Director or Executive	Approve Issuance of Placement Shares to David Perlmutter	For	For	A vote FOR the issuance of Placement securities to David Perlmutter, S Atiq Raza and Jacob Hanoch is warranted. By participating in the capital raising on the same terms as other sophisticated and professional investors, Messrs Perlmutter, Raza and Hanoch increases their 'skin in the game' which acts to better align interests with that of shareholders.
Weebit Nano Ltd	WBT	Australia	16/11/2021	Approve Shares Issued for a Private Placement to a Director or Executive	Approve Issuance of Placement Shares to S Atiq Raza	For	For	A vote FOR the issuance of Placement securities to David Perlmutter, S Atiq Raza and Jacob Hanoch is warranted. By participating in the capital raising on the same terms as other sophisticated and professional investors, Messrs Perlmutter, Raza and Hanoch increases their 'skin in the game' which acts to better align interests with that of shareholders.
Weebit Nano Ltd	WBT	Australia	16/11/2021	Approve Shares Issued for a Private Placement to a Director or Executive	Approve Issuance of Placement Shares to Jacob Hanoch	For	For	A vote FOR the issuance of Placement securities to David Perlmutter, S Atiq Raza and Jacob Hanoch is warranted. By participating in the capital raising on the same terms as other sophisticated and professional investors, Messrs Perlmutter, Raza and Hanoch increases their 'skin in the game' which acts to better align interests with that of shareholders.
Weebit Nano Ltd	WBT	Australia	16/11/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Placement Shares to Meitav DS Provident Funds and Pension Ltd, Meitav Tachlit Mutual Funds Ltd, Kilmrack Opportunity Fund III L.P. and Colibri Fund LP.	For	For	A vote FOR this resolution is warranted.
Workday, Inc.	WDAY	USA	22/06/2022	Elect Director	Elect Director Lynne M. Doughtie	For	For	WITHHOLD votes are warranted for Carl Eschenbach for serving as a director on more than five public company boards. Votes FOR the remaining director nominees are warranted.
Workday, Inc.	WDAY	USA	22/06/2022	Elect Director	Elect Director Carl M. Eschenbach	Withhold	Withhold	WITHHOLD votes are warranted for Carl Eschenbach for serving as a director on more than five public company boards. Votes FOR the remaining director nominees are warranted.
Workday, Inc.	WDAY	USA	22/06/2022	Elect Director	Elect Director Michael M. McNamara	For	For	WITHHOLD votes are warranted for Carl Eschenbach for serving as a director on more than five public company boards. Votes FOR the remaining director nominees are warranted.
Workday, Inc.	WDAY	USA	22/06/2022	Elect Director	Elect Director Jerry Yang	For	For	WITHHOLD votes are warranted for Carl Eschenbach for serving as a director on more than five public company boards. Votes FOR the remaining director nominees are warranted.
Workday, Inc.	WDAY	USA	22/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Workday, Inc.	WDAY	USA	22/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. The executive pay program lacks a strong connection to objective performance criteria. Annual bonuses were guided by performance assessments, but ultimately determined by committee discretion. Further, equity awards were entirely time-based. These concerns underscore a pay-for-performance misalignment.
Workday, Inc.	WDAY	USA	22/06/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	Against	Against	Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: " The equity program is estimated to be excessively dilutive (overriding factor); " The plan cost is excessive; " The estimated duration of available and proposed shares exceeds six years; " The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); " The plan permits liberal recycling of shares; and " The plan allows broad discretion to accelerate vesting.
Workday, Inc.	WDAY	USA	22/06/2022	Amend Qualified Employee Stock Purchase Plan	Amend Qualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted given that the purchase price and the current number of shares reserved are reasonable, and the offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.

Webjet Limited	WEB	Australia	31/08/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the remuneration report is warranted. Problematic pay practices are observed in connection with the excessive grant of options to the CEO and the grant of retention rights to executives (excluding the CEO), which are materially inconsistent with the position and business of the company and its performance and shareholder returns and interests.* A high level of concern is identified in the quantitative pay for performance analysis primarily triggered by the significant grant of options to the CEO.* The retention rights granted to executives are not subject to any performance conditions, being inconsistent with expected market practice for the vesting of long-term incentives to be subject to performance conditions which are aligned with improved shareholder interests.* The vesting of options does not incorporate any acceptable performance metric linked to improved performance of the company, whereas the inherent share price appreciation objective above the exercise price may be driven by market forces such as any broader market uptrend in the ASX Indices.* The vesting of the retention rights and options commences as early as one-year from the date of grant which is inconsistent with the long-term focus of investors.* The exercise price of the options granted to the CEO at \$3.08 was set at the time of a very low share price during COVID-19 uncertainty and significant uncertainty for the company. The share price and exercise price of the options is observed to be materially lower than the share price seen before February 2020, where the shares traded between \$7.30 and \$12.25 in the period between 1 July 2018 and 20 February 2020. The options are substantially in-the-money whereas considerable shareholder value has been lost and demonstrating a substantial level of misalignment between executive remuneration and shareholders.
Webjet Limited	WEB	Australia	31/08/2021	Elect Director	Elect Roger Sharp as Director	For	For	Item 2A qualified vote for the re-election of independent Non-Executive Chairman Roger Sharp is warranted. No material issues are identified regarding board and committee composition resulting from his election. This recommendation is qualified to highlight concerns for overboarding. Sharp is the chairman of three listed companies (including Webjet) and classified as overboarded. He has announced however that he will step down as chair of the board of NZX-listed GEO Ltd to reduce his extensive board commitments. Gender diversity stands at 33 percent female director representation at board level. Item 3A vote FOR the election of new nominee Denise McComish is warranted as there are no material issues regarding board and committee composition resulting from her election, nor any wider corporate governance issues.
Webjet Limited	WEB	Australia	31/08/2021	Elect Director	Elect Denise McComish as Director	For	For	Item 2A qualified vote for the re-election of independent Non-Executive Chairman Roger Sharp is warranted. No material issues are identified regarding board and committee composition resulting from his election. This recommendation is qualified to highlight concerns for overboarding. Sharp is the chairman of three listed companies (including Webjet) and classified as overboarded. He has announced however that he will step down as chair of the board of NZX-listed GEO Ltd to reduce his extensive board commitments. Gender diversity stands at 33 percent female director representation at board level. Item 3A vote FOR the election of new nominee Denise McComish is warranted as there are no material issues regarding board and committee composition resulting from her election, nor any wider corporate governance issues.
Webjet Limited	WEB	Australia	31/08/2021	Approve Issuance of Warrants/Convertible Debentures	Ratify Past Issuance of Convertible Notes to Institutional Investors	For	For	A vote FOR this resolution is warranted because:* The maximum dilution on conversion is 11.8 percent, which is on the high side but not unreasonable compared with other equity raisings in the market amid the pandemic and having regard to the impact of the pandemic and the position of the company.* The board's rationale for the use of proceeds appears sound; and* There are no significant concerns regarding the terms of the convertible notes.
WEC Energy Group, Inc.	WEC	USA	5/05/2022	Elect Director	Elect Director Curt S. Culver	For	For	A vote FOR the director nominees is warranted.
WEC Energy Group, Inc.	WEC	USA	5/05/2022	Elect Director	Elect Director Mary Ellen Stanek	For	For	A vote FOR the director nominees is warranted.
WEC Energy Group, Inc.	WEC	USA	5/05/2022	Elect Director	Elect Director Glen E. Tellock	For	For	A vote FOR the director nominees is warranted.
WEC Energy Group, Inc.	WEC	USA	5/05/2022	Elect Director	Elect Director Danny L. Cunningham	For	For	A vote FOR the director nominees is warranted.
WEC Energy Group, Inc.	WEC	USA	5/05/2022	Elect Director	Elect Director William M. Farrow, III	For	For	A vote FOR the director nominees is warranted.
WEC Energy Group, Inc.	WEC	USA	5/05/2022	Elect Director	Elect Director Cristina A. Garcia-Thomas	For	For	A vote FOR the director nominees is warranted.
WEC Energy Group, Inc.	WEC	USA	5/05/2022	Elect Director	Elect Director Maria C. Green	For	For	A vote FOR the director nominees is warranted.
WEC Energy Group, Inc.	WEC	USA	5/05/2022	Elect Director	Elect Director Gale E. Klappa	For	For	A vote FOR the director nominees is warranted.
WEC Energy Group, Inc.	WEC	USA	5/05/2022	Elect Director	Elect Director Thomas K. Lane	For	For	A vote FOR the director nominees is warranted.
WEC Energy Group, Inc.	WEC	USA	5/05/2022	Elect Director	Elect Director Scott J. Lauber	For	For	A vote FOR the director nominees is warranted.
WEC Energy Group, Inc.	WEC	USA	5/05/2022	Elect Director	Elect Director Ulice Payne, Jr.	For	For	A vote FOR the director nominees is warranted.
WEC Energy Group, Inc.	WEC	USA	5/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
WEC Energy Group, Inc.	WEC	USA	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. The majority of executive compensation is conditioned on objective performance metrics, and CEO pay and company performance are reasonably aligned during the year in review. The metrics underlying the annual incentive awards are clearly disclosed, and the majority of the CEO's equity awards are conditioned on long-term performance.
Welltower Inc.	WELL	USA	23/05/2022	Elect Director	Elect Director Kenneth J. Bacon	For	For	A vote FOR the director nominees is warranted.
Welltower Inc.	WELL	USA	23/05/2022	Elect Director	Elect Director Karen B. DeSalvo	For	For	A vote FOR the director nominees is warranted.
Welltower Inc.	WELL	USA	23/05/2022	Elect Director	Elect Director Philip L. Hawkins	For	For	A vote FOR the director nominees is warranted.
Welltower Inc.	WELL	USA	23/05/2022	Elect Director	Elect Director Dennis G. Lopez	For	For	A vote FOR the director nominees is warranted.
Welltower Inc.	WELL	USA	23/05/2022	Elect Director	Elect Director Shankh Mitra	For	For	A vote FOR the director nominees is warranted.
Welltower Inc.	WELL	USA	23/05/2022	Elect Director	Elect Director Ade J. Patton	For	For	A vote FOR the director nominees is warranted.
Welltower Inc.	WELL	USA	23/05/2022	Elect Director	Elect Director Diana W. Reid	For	For	A vote FOR the director nominees is warranted.
Welltower Inc.	WELL	USA	23/05/2022	Elect Director	Elect Director Sergio D. Rivera	For	For	A vote FOR the director nominees is warranted.
Welltower Inc.	WELL	USA	23/05/2022	Elect Director	Elect Director Johnese M. Spisso	For	For	A vote FOR the director nominees is warranted.
Welltower Inc.	WELL	USA	23/05/2022	Elect Director	Elect Director Kathryn M. Sullivan	For	For	A vote FOR the director nominees is warranted.
Welltower Inc.	WELL	USA	23/05/2022	Amend Articles/Charter Governance-Related	Amend Certificate of Incorporation of Welltower OP Inc. to Remove Welltower Inc. Shareholder Approval for the Amendments of Welltower OP Inc. Certificate of Incorporation and Other Extraordinary Transactions	For	For	A vote FOR this proposal is warranted as it would facilitate implementation of the umbrella partnership structure, which is expected to be beneficial for the company.
Welltower Inc.	WELL	USA	23/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Welltower Inc.	WELL	USA	23/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review. Annual incentives were largely based on pre-set measures, annual equity grants were majority performance-based, and the special award was entirely performance-based.
Wesfarmers Limited	WES	Australia	21/10/2021	Elect Director	Elect Simon William (Bill) English as Director	For	For	A vote FOR all nominees is warranted as no corporate governance issues have been identified.
Wesfarmers Limited	WES	Australia	21/10/2021	Elect Director	Elect Vanessa Miscamble Wallace as Director	For	For	A vote FOR all nominees is warranted as no corporate governance issues have been identified.
Wesfarmers Limited	WES	Australia	21/10/2021	Elect Director	Elect Anil Sabharwal as Director	For	For	A vote FOR all nominees is warranted as no corporate governance issues have been identified.
Wesfarmers Limited	WES	Australia	21/10/2021	Elect Director	Elect Alison Mary Watkins as Director	For	For	A vote FOR all nominees is warranted as no corporate governance issues have been identified.
Wesfarmers Limited	WES	Australia	21/10/2021	Elect Director	Elect Alan John Cransberg as Director	For	For	A vote FOR all nominees is warranted as no corporate governance issues have been identified.
Wesfarmers Limited	WES	Australia	21/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted. No significant disconnect between pay and performance and shareholder outcomes has been observed for the period under review. Pay outcomes are significant and near maximum, with financial performance and share price appreciation increasing in FY21. The qualification is to highlight primary concerns for the following matters:* High weighting to non-financial measures in the KEEPP combined incentive plan.* Poor disclosure of certain non-financial targets making it difficult for shareholders to assess the rigor of targets and the true level of performance to justify the high bonuses.* Dividends on unvested shares when there is no present entitlement to dividends or share until vesting.* The proposed top-up of the KEEPP award in instances where the annual assessment is less than 100 percent of fixed remuneration provides a minimum bonus which appears misaligned with shareholders, and* Disclosed fixed remuneration increases certain executives in FY22 are well above general salary inflation.
Wesfarmers Limited	WES	Australia	21/10/2021	Approve Share Plan Grant	Approve Grant of KEEPP Deferred Shares and KEEPP Performance Shares to Robert Scott	For	For	A qualified vote FOR the grant of deferred shares and performance shares to CEO Rob Scott is warranted. The major concern for shareholders is that the KEEPP award for FY21 has been assessed at \$7,369,402 which is close to the maximum award opportunity. This is very high, which some shareholders may consider as excessive at this level. While it reflects the improved financial performance in FY21 it also includes a significant component (40 percent) based on achieving non-financial measures which appear to represent day-job duties and include many stay-in-business objectives. Nevertheless, financial and business objectives in FY21 were well achieved above stretch, which supports this recommendation.
Wesfarmers Limited	WES	Australia	21/10/2021	Approve Reduction in Share Capital	Approve Return of Capital to Shareholders	For	For	A vote FOR this resolution is warranted, given that the capital reduction will apply equally to all shares, and no governance concerns have been identified.
Wells Fargo & Company	WFC	USA	26/04/2022	Racial Equity and/or Civil Rights Audit	Oversee and Report a Racial Equity Audit	For	For	A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Wells Fargo's efforts to address the issue of racial inequality for its stakeholders and its management of related risks.
Wells Fargo & Company	WFC	USA	26/04/2022	Charitable Contributions	Report on Charitable Contributions	Against	Against	A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.
Wells Fargo & Company	WFC	USA	26/04/2022	Elect Director	Elect Director Steven D. Black	For	For	A vote AGAINST Chair of the Corporate Responsibility Committee Celeste Clark and Chair of the Risk Committee Maria Morris is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the other director nominees is warranted at this time.
Wells Fargo & Company	WFC	USA	26/04/2022	Elect Director	Elect Director Mark A. Chancy	For	For	A vote AGAINST Chair of the Corporate Responsibility Committee Celeste Clark and Chair of the Risk Committee Maria Morris is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the other director nominees is warranted at this time.
Wells Fargo & Company	WFC	USA	26/04/2022	Elect Director	Elect Director Celeste A. Clark	Against	Against	A vote AGAINST Chair of the Corporate Responsibility Committee Celeste Clark and Chair of the Risk Committee Maria Morris is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the other director nominees is warranted at this time.
Wells Fargo & Company	WFC	USA	26/04/2022	Elect Director	Elect Director Theodore F. Craver, Jr.	For	For	A vote AGAINST Chair of the Corporate Responsibility Committee Celeste Clark and Chair of the Risk Committee Maria Morris is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the other director nominees is warranted at this time.
Wells Fargo & Company	WFC	USA	26/04/2022	Elect Director	Elect Director Richard K. Davis	For	For	A vote AGAINST Chair of the Corporate Responsibility Committee Celeste Clark and Chair of the Risk Committee Maria Morris is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the other director nominees is warranted at this time.
Wells Fargo & Company	WFC	USA	26/04/2022	Elect Director	Elect Director Wayne M. Hewett	For	For	A vote AGAINST Chair of the Corporate Responsibility Committee Celeste Clark and Chair of the Risk Committee Maria Morris is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the other director nominees is warranted at this time.

Wells Fargo & Company	WFC	USA	26/04/2022	Elect Director	Elect Director CeCelia ("CeCe") G. Morken	For	For	A vote AGAINST Chair of the Corporate Responsibility Committee Celeste Clark and Chair of the Risk Committee Maria Morris is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the other director nominees is warranted at this time.
Wells Fargo & Company	WFC	USA	26/04/2022	Elect Director	Elect Director Maria R. Morris	Against	Against	A vote AGAINST Chair of the Corporate Responsibility Committee Celeste Clark and Chair of the Risk Committee Maria Morris is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the other director nominees is warranted at this time.
Wells Fargo & Company	WFC	USA	26/04/2022	Elect Director	Elect Director Felicia F. Norwood	For	For	A vote AGAINST Chair of the Corporate Responsibility Committee Celeste Clark and Chair of the Risk Committee Maria Morris is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the other director nominees is warranted at this time.
Wells Fargo & Company	WFC	USA	26/04/2022	Elect Director	Elect Director Richard B. Payne, Jr.	For	For	A vote AGAINST Chair of the Corporate Responsibility Committee Celeste Clark and Chair of the Risk Committee Maria Morris is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the other director nominees is warranted at this time.
Wells Fargo & Company	WFC	USA	26/04/2022	Elect Director	Elect Director Juan A. Pujadas	For	For	A vote AGAINST Chair of the Corporate Responsibility Committee Celeste Clark and Chair of the Risk Committee Maria Morris is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the other director nominees is warranted at this time.
Wells Fargo & Company	WFC	USA	26/04/2022	Elect Director	Elect Director Ronald L. Sargent	For	For	A vote AGAINST Chair of the Corporate Responsibility Committee Celeste Clark and Chair of the Risk Committee Maria Morris is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the other director nominees is warranted at this time.
Wells Fargo & Company	WFC	USA	26/04/2022	Elect Director	Elect Director Charles W. Scharf	For	For	A vote AGAINST Chair of the Corporate Responsibility Committee Celeste Clark and Chair of the Risk Committee Maria Morris is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the other director nominees is warranted at this time.
Wells Fargo & Company	WFC	USA	26/04/2022	Elect Director	Elect Director Suzanne M. Vautrinot	For	For	A vote AGAINST Chair of the Corporate Responsibility Committee Celeste Clark and Chair of the Risk Committee Maria Morris is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. A vote FOR the other director nominees is warranted at this time.
Wells Fargo & Company	WFC	USA	26/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	Following last year's low support for say-on-pay, the committee engaged with shareholders, disclosed specific feedback received, and implemented pay program changes and incremental disclosure improvements. Accordingly, the committee has demonstrated sufficient responsiveness. While the increase in CEO performance year pay is directionally aligned with improved company performance, there are ongoing concerns regarding the impact of committee discretion in ultimately determining incentive payouts, and a lack of key disclosures under the total incentive assessment. Concerns around discretion are underscored by the fact that financial accomplishments highlighted for the FY21 performance year are not entirely consistent with those highlighted in the prior year without specific rationale provided. In addition, the proxy does not disclose quantified pre-set target or maximum goals, nor per-metric weightings, which inhibits investors' ability to assess the pay-for-performance linkage. Lastly, there are ongoing concerns regarding high base salaries for the CEO and other NEOs, and the target goal for the reintroduced relative metric under the LTI program is not considered particularly rigorous. Given these concerns, a vote AGAINST this proposal is warranted.
Wells Fargo & Company	WFC	USA	26/04/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Wells Fargo & Company	WFC	USA	26/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Wells Fargo & Company	WFC	USA	26/04/2022	Clawback of Incentive Payments	Adopt Management Pay Clawback Authorization Policy	Against	Against	A vote AGAINST this proposal is warranted as Wells Fargo's recoupment policies are relatively robust and establishing a collective responsibility among executive officers for monetary penalties imposed on the company is viewed as overly burdensome.
Wells Fargo & Company	WFC	USA	26/04/2022	Company-Specific--Compensation-Related	Report on Incentive-Based Compensation and Risks of Material Losses	For	For	A vote FOR this proposal is warranted, as shareholders would benefit from additional disclosure surrounding broad-based incentive compensation programs that could lead to material losses due to excessive risk taking, given that broad-based employee incentive structures played a key role in recent high-profile controversies that caused financial and reputational harm at the company.
Wells Fargo & Company	WFC	USA	26/04/2022	Board Diversity	Report on Board Diversity	For	For	A vote FOR this resolution is warranted as shareholders would benefit from additional information about how the company is ensuring gender and minority representation are included in the company's board nomination.
Wells Fargo & Company	WFC	USA	26/04/2022	Improve Human Rights Standards or Policies	Report on Respecting Indigenous Peoples' Rights	For	For	A vote FOR this proposal is warranted. The bank and its shareholders are likely to benefit from increased transparency regarding due diligence around Indigenous Peoples' rights in project-related financing and clients' activities, for existing and future business.
Wells Fargo & Company	WFC	USA	26/04/2022	Report on Climate Change	Adopt a Financing Policy Consistent with IEA's Net Zero Emissions by 2050 Scenario	Against	Against	A vote AGAINST this resolution is warranted, due to the company's current commitments to low-carbon economy and expected goal setting.
Westgold Resources Limited	WXG	Australia	26/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted in the absence of material disconnect between pay and performance and shareholder outcomes. The company's financial performance improved over prior year, fixed pay to the CEO is consistent with market peers and STI bonuses are not considered to be misaligned or excessive, LTI grants have a minimum market standard three-year performance period and are subject to both absolute and relative performance measures. Nevertheless, remaining concerns exist for the insufficient disclosure on STI performance hurdle and an excessive allocation to non-financials under the STI which appear as bonuses for the "day job".
Westgold Resources Limited	WXG	Australia	26/11/2021	Elect Director	Elect Gary Davison as Director	For	For	A vote FOR the election of Gary Davison (Item 2) is warranted as there are no material issues have been identified regarding board and committee composition resulting from his nomination, nor any wider corporate governance issues. A vote AGAINST the re-election of Chair Peter Cook (Item 3) is warranted. Concerns are noted that he is considered overboarded under Sustainability Advisory Services Australian guidelines; however, aside from Westgold Resources, the remainder of his boards are with small companies outside the ASX300 where complexity and workload would not be as great as in an ASX300 company. With that said, the board is not a majority independent board (only 40 percent independent) and female director representation on the board stands at 20 percent, not meeting the guidelines of the ASX Corporate Governance Council Principles and Recommendations for larger companies in the ASX300 Index to have at least 30 percent of each gender represented on the board. Given Cook is the board chair, he is responsible for corporate governance structure of the company.
Westgold Resources Limited	WXG	Australia	26/11/2021	Elect Director	Elect Peter Cook as Director	Against	Against	A vote FOR the election of Gary Davison (Item 2) is warranted as there are no material issues have been identified regarding board and committee composition resulting from his nomination, nor any wider corporate governance issues. A vote AGAINST the re-election of Chair Peter Cook (Item 3) is warranted. Concerns are noted that he is considered overboarded under Sustainability Advisory Services Australian guidelines; however, aside from Westgold Resources, the remainder of his boards are with small companies outside the ASX300 where complexity and workload would not be as great as in an ASX300 company. With that said, the board is not a majority independent board (only 40 percent independent) and female director representation on the board stands at 20 percent, not meeting the guidelines of the ASX Corporate Governance Council Principles and Recommendations for larger companies in the ASX300 Index to have at least 30 percent of each gender represented on the board. Given Cook is the board chair, he is responsible for corporate governance structure of the company.
Westgold Resources Limited	WXG	Australia	26/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Wayne Bramwell	For	For	A qualified vote FOR the approval of performance rights to Wayne Bramwell is warranted. The structure of the LTI is sufficiently aligned with shareholder interests with a performance period of three years being at the minimum accepted in the Australian market and both absolute and relative performance measure. The qualification is to highlight concerns that the allocation of the LTI awards is based on a discounted fair value which is inconsistent with good market practice. This fair value is broadly discredited in the Australian market context as producing excessive remuneration and obfuscating true remuneration disclosure. In this case, conversion to a face value of the grant does not indicate any material concern for excess.
Westgold Resources Limited	WXG	Australia	26/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Non-Executive Directors' Remuneration Pool	For	For	A vote FOR the increase in the maximum aggregate NED remuneration cap is warranted. It is disclosed that the proposed increase is sought to allow for the appointment of additional directors as part of board refreshment and to pass an increase in individual NED fees, noting that NED fees are not presently excessive or problematic.
Westgold Resources Limited	WXG	Australia	26/11/2021	Adopt New Articles of Association/Charter	Approve Replacement of Constitution	For	For	A vote FOR this resolution is warranted as the proposed changes are not contentious and would not adversely affect shareholders' rights.
Westgold Resources Limited	WXG	Australia	26/11/2021	Renew Partial Takeover Provision	Approve Proportional Takeover Provisions	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Whitehaven Coal Limited	WHC	Australia	27/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST this resolution is warranted.* A high level of concern for misalignment is identified in the quantified Pay-for-Performance analysis, suggesting misalignment of pay relative to performance compared with peers.* STI bonuses increased by approximately 90 percent over prior year performance appearing to be inconsistent with the company's reported results and profitability.* The specific and quantified STI targets continue not to be undisclosed, representing inferior transparency compared with local market peers and making it impossible for shareholders to independently evaluate the rigor of targets and achievements and alignment with shareholder expectations.* CEO, executive KMP and director remuneration are all above the median of similar sized companies, primarily due to the material fall in market capitalisation moving the company down the peer group.* The company does not have a specified minimum shareholding requirement for executives or directors.
Whitehaven Coal Limited	WHC	Australia	27/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Paul Flynn	For	For	A qualified vote FOR this resolution is warranted.* The LTI grant is unchanged from the prior year with performance and post-vesting holding periods being in line with market and appropriate clawback and termination provisions apply.* The performance measures include relative TSR, a relative cost per tonne measure and a strategic project delivery objective for a lesser 15 percent component. The qualification reflects concerns for the following: "The quantum of the CEO's LTI award is high relative to market cap peers." "The cost targets are not disclosed and based on performance in the final year of the performance period and not the whole performance period" - the board links the assessment of performance to a Wood Mackenzie industry report on relative performance." "Setting and achieving strategic objectives is part of a CEO's (and executive's) "day job", where the success in executing that strategy should deliver longer term profitability, improved dividends and share price appreciation which would be more appropriately measured via an assessment of profitability or shareholder returns, rather than a separate performance measure dependent on subjective board assessment - in mitigating, there is a positive TSR gateway requirement for vesting against this measure, and" Dividends on unvested shares during the performance period are available for any rights that vest, representing a contrived contractual outcome, given that there is no present entitlement to shares or dividends prior to vesting of right.
Whitehaven Coal Limited	WHC	Australia	27/10/2021	Elect Director	Elect Fiona Robertson as Director	For	For	A vote FOR all nominees is warranted.
Whitehaven Coal Limited	WHC	Australia	27/10/2021	Elect Director	Elect Lindsay Ward as Director	For	For	A vote FOR all nominees is warranted.
Whitehaven Coal Limited	WHC	Australia	27/10/2021	Renew Partial Takeover Provision	Approve Re-insertion of the Partial Takeover Provisions in the Constitution	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.

Whitehaven Coal Limited	WHC	Australia	27/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted, as the request to amend the company's constitution is potentially broad with no regulatory framework to oversee shareholder proposals.
Whitehaven Coal Limited	WHC	Australia	27/10/2021	Report on Climate Change	Approve Capital Protection	For	For	A vote FOR this proposal is warranted as such a report would aid shareholders to better assess the company's management of climate change risks and the impacts that climate change-related regulations and a reduced demand for its products might have on the company and its operations.
Whirlpool Corporation	WHR	USA	19/04/2022	Elect Director	Elect Director Samuel R. Allen	For	For	A vote FOR the director nominees is warranted.
Whirlpool Corporation	WHR	USA	19/04/2022	Elect Director	Elect Director Marc R. Bitzer	For	For	A vote FOR the director nominees is warranted.
Whirlpool Corporation	WHR	USA	19/04/2022	Elect Director	Elect Director Greg Creed	For	For	A vote FOR the director nominees is warranted.
Whirlpool Corporation	WHR	USA	19/04/2022	Elect Director	Elect Director Gary T. DiCamillo	For	For	A vote FOR the director nominees is warranted.
Whirlpool Corporation	WHR	USA	19/04/2022	Elect Director	Elect Director Diane M. Dietz	For	For	A vote FOR the director nominees is warranted.
Whirlpool Corporation	WHR	USA	19/04/2022	Elect Director	Elect Director Gerri T. Elliott	For	For	A vote FOR the director nominees is warranted.
Whirlpool Corporation	WHR	USA	19/04/2022	Elect Director	Elect Director Jennifer A. LaClair	For	For	A vote FOR the director nominees is warranted.
Whirlpool Corporation	WHR	USA	19/04/2022	Elect Director	Elect Director John D. Liu	For	For	A vote FOR the director nominees is warranted.
Whirlpool Corporation	WHR	USA	19/04/2022	Elect Director	Elect Director James M. Loree	For	For	A vote FOR the director nominees is warranted.
Whirlpool Corporation	WHR	USA	19/04/2022	Elect Director	Elect Director Harish Manwani	For	For	A vote FOR the director nominees is warranted.
Whirlpool Corporation	WHR	USA	19/04/2022	Elect Director	Elect Director Patricia K. Poppe	For	For	A vote FOR the director nominees is warranted.
Whirlpool Corporation	WHR	USA	19/04/2022	Elect Director	Elect Director Larry O. Spencer	For	For	A vote FOR the director nominees is warranted.
Whirlpool Corporation	WHR	USA	19/04/2022	Elect Director	Elect Director Michael D. White	For	For	A vote FOR the director nominees is warranted.
Whirlpool Corporation	WHR	USA	19/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance were reasonably aligned for the year in review. STI and LTI awards are primarily performance-based with objective metrics. Concerns are raised as the STI's FCF target was lowered and performance was achieved above maximum for the second year in a row and forward-looking goals for PSUs were not disclosed. Shareholders may therefore wish to continue monitoring incentive program rigor and disclosure.
Whirlpool Corporation	WHR	USA	19/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Waste Management, Inc.	WM	USA	10/05/2022	Elect Director	Elect Director James C. Fish, Jr.	For	For	A vote FOR the director nominees is warranted.
Waste Management, Inc.	WM	USA	10/05/2022	Elect Director	Elect Director Andres R. Gluski	For	For	A vote FOR the director nominees is warranted.
Waste Management, Inc.	WM	USA	10/05/2022	Elect Director	Elect Director Victoria M. Holt	For	For	A vote FOR the director nominees is warranted.
Waste Management, Inc.	WM	USA	10/05/2022	Elect Director	Elect Director Kathleen M. Mazzarella	For	For	A vote FOR the director nominees is warranted.
Waste Management, Inc.	WM	USA	10/05/2022	Elect Director	Elect Director Sean E. Menke	For	For	A vote FOR the director nominees is warranted.
Waste Management, Inc.	WM	USA	10/05/2022	Elect Director	Elect Director William B. Plummer	For	For	A vote FOR the director nominees is warranted.
Waste Management, Inc.	WM	USA	10/05/2022	Elect Director	Elect Director John C. Pope	For	For	A vote FOR the director nominees is warranted.
Waste Management, Inc.	WM	USA	10/05/2022	Elect Director	Elect Director Maryrose T. Sylvester	For	For	A vote FOR the director nominees is warranted.
Waste Management, Inc.	WM	USA	10/05/2022	Elect Director	Elect Director Thomas H. Weidemeyer	For	For	A vote FOR the director nominees is warranted.
Waste Management, Inc.	WM	USA	10/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Waste Management, Inc.	WM	USA	10/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although certain concerns are noted with regards to the long-term incentive plan, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Waste Management, Inc.	WM	USA	10/05/2022	Racial Equity and/or Civil Rights Audit	Report on Civil Rights Audit	For	For	A vote FOR this resolution is warranted, as a report on an independent audit analyzing the adverse impacts of the company's business practices on the civil rights of its stakeholders would allow shareholders to better understand how the company is managing related risks.
The Williams Companies, Inc.	WMB	USA	26/04/2022	Elect Director	Elect Director Alan S. Armstrong	For	For	A vote FOR the director nominees is warranted.
The Williams Companies, Inc.	WMB	USA	26/04/2022	Elect Director	Elect Director Murray D. Smith	For	For	A vote FOR the director nominees is warranted.
The Williams Companies, Inc.	WMB	USA	26/04/2022	Elect Director	Elect Director William H. Spence	For	For	A vote FOR the director nominees is warranted.
The Williams Companies, Inc.	WMB	USA	26/04/2022	Elect Director	Elect Director Jesse J. Tyson	For	For	A vote FOR the director nominees is warranted.
The Williams Companies, Inc.	WMB	USA	26/04/2022	Elect Director	Elect Director Stephen W. Bergstrom	For	For	A vote FOR the director nominees is warranted.
The Williams Companies, Inc.	WMB	USA	26/04/2022	Elect Director	Elect Director Nancy K. Buese	For	For	A vote FOR the director nominees is warranted.
The Williams Companies, Inc.	WMB	USA	26/04/2022	Elect Director	Elect Director Michael A. Creel	For	For	A vote FOR the director nominees is warranted.
The Williams Companies, Inc.	WMB	USA	26/04/2022	Elect Director	Elect Director Stacey H. Dore	For	For	A vote FOR the director nominees is warranted.
The Williams Companies, Inc.	WMB	USA	26/04/2022	Elect Director	Elect Director Richard E. Muncrief	For	For	A vote FOR the director nominees is warranted.
The Williams Companies, Inc.	WMB	USA	26/04/2022	Elect Director	Elect Director Peter A. Ragausa	For	For	A vote FOR the director nominees is warranted.
The Williams Companies, Inc.	WMB	USA	26/04/2022	Elect Director	Elect Director Rose M. Robeson	For	For	A vote FOR the director nominees is warranted.
The Williams Companies, Inc.	WMB	USA	26/04/2022	Elect Director	Elect Director Scott D. Sheffield	For	For	A vote FOR the director nominees is warranted.
The Williams Companies, Inc.	WMB	USA	26/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
The Williams Companies, Inc.	WMB	USA	26/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. LTI awards are predominantly performance-based with rigorous forward-looking goals disclosed and the STI is entirely based on pre-set, objective metrics.
Walmart Inc.	WMT	USA	1/06/2022	Political Lobbying Disclosure	Report on Lobbying Payments and Policy	For	For	A vote FOR this proposal is warranted as disclosure of the company's direct and indirect lobbying expenditures and decision-making process, along with its public policy priorities and trade association payments, would allow shareholders to better assess the risks and benefits associated with the company's participation in the public policy process.
Walmart Inc.	WMT	USA	1/06/2022	Elect Director	Elect Director Cesar Conde	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Gregory (Greg) Penner are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted at this time.
Walmart Inc.	WMT	USA	1/06/2022	Elect Director	Elect Director Timothy P. Flynn	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Gregory (Greg) Penner are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted at this time.
Walmart Inc.	WMT	USA	1/06/2022	Elect Director	Elect Director Sarah J. Friar	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Gregory (Greg) Penner are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted at this time.
Walmart Inc.	WMT	USA	1/06/2022	Elect Director	Elect Director Carla A. Harris	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Gregory (Greg) Penner are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted at this time.
Walmart Inc.	WMT	USA	1/06/2022	Elect Director	Elect Director Thomas W. Horton	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Gregory (Greg) Penner are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted at this time.
Walmart Inc.	WMT	USA	1/06/2022	Elect Director	Elect Director Marissa A. Mayer	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Gregory (Greg) Penner are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted at this time.
Walmart Inc.	WMT	USA	1/06/2022	Elect Director	Elect Director C. Douglas McMillon	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Gregory (Greg) Penner are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted at this time.
Walmart Inc.	WMT	USA	1/06/2022	Elect Director	Elect Director Gregory B. Penner	Against	Against	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Gregory (Greg) Penner are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted at this time.
Walmart Inc.	WMT	USA	1/06/2022	Elect Director	Elect Director Randall L. Stephenson	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Gregory (Greg) Penner are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted at this time.

Walmart Inc.	WMT	USA	1/06/2022	Elect Director	Elect Director S. Robson Walton	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Gregory (Greg) Penner are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted at this time.
Walmart Inc.	WMT	USA	1/06/2022	Elect Director	Elect Director Stewart L. Walton	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Gregory (Greg) Penner are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining director nominees are warranted at this time.
Walmart Inc.	WMT	USA	1/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are based entirely on financial metrics with pre-set, objective goals, and a majority of long-term incentives are sufficiently linked to established financial performance goals. With that said, shareholders generally prefer that the LTI utilize multi-year goals, as opposed to an annual performance period, to incentivize sustained long-term performance.
Walmart Inc.	WMT	USA	1/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Walmart Inc.	WMT	USA	1/06/2022	Animal Welfare	Report on Animal Welfare Policies and Practices in Food Supply Chain	For	For	A vote FOR this resolution is warranted because shareholders would benefit from additional disclosure about steps the company is taking to mitigate risks related to animal welfare in its pork supply chain.
Walmart Inc.	WMT	USA	1/06/2022	Company-Specific-Governance-Related	Create a Pandemic Workforce Advisory Council	For	For	A vote FOR this resolution is warranted due to controversies related to employees' health and safety concerns during the COVID-19 pandemic, and an apparent lack of sufficient management and board oversight. It may also help the company address the transition to COVID-19 being endemic.
Walmart Inc.	WMT	USA	1/06/2022	Prepare Report on Health Care Reform	Report on Impacts of Restrictive Reproductive Healthcare Legislation	For	For	A vote FOR this resolution is warranted, as additional information on the potential risks and costs associated with proposed or enacted state policies that restrict reproductive healthcare, would allow shareholders to assess how the company is managing such risks.
Walmart Inc.	WMT	USA	1/06/2022	Labor Issues - Discrimination and Miscellaneous	Report on Alignment of Racial Justice Goals and Starting Wages	For	For	A vote FOR this proposal is warranted, as shareholders would benefit from further disclosure on how the company's hourly wages align with its commitments to diversity, equality, and racial justice, particularly given the significant controversies and related risks.
Walmart Inc.	WMT	USA	1/06/2022	Miscellaneous -- Environmental & Social Counterproposal	Report on a Civil Rights and Non-Discrimination Audit	Against	Against	A vote AGAINST this resolution is warranted, as the company does not face any significant controversies related to the impact of its non-discrimination policies on non-diverse employees and the company provides shareholders with sufficient information to assess this issue.
Walmart Inc.	WMT	USA	1/06/2022	Charitable Contributions	Report on Charitable Contributions	Against	Against	A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.
Worley Limited	WOR	Australia	3/11/2021	Elect Director	Elect Andrew Liveris as Director	Against	Against	A vote AGAINST the re-election of independent director Andrew Liveris (Item 2a) is warranted due to overboarding concerns arising from his extensive board commitments. A vote FOR the election/re-election of independent directors Thomas Gorman (Item 2b), Emma Stein (Item 2c), Anne Templeman-Jones (Item 2d) and Xiao Bin Wang (Item 2e) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
Worley Limited	WOR	Australia	3/11/2021	Elect Director	Elect Thomas Gorman as Director	For	For	A vote AGAINST the re-election of independent director Andrew Liveris (Item 2a) is warranted due to overboarding concerns arising from his extensive board commitments. A vote FOR the election/re-election of independent directors Thomas Gorman (Item 2b), Emma Stein (Item 2c), Anne Templeman-Jones (Item 2d) and Xiao Bin Wang (Item 2e) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
Worley Limited	WOR	Australia	3/11/2021	Elect Director	Elect Emma Stein as Director	For	For	A vote AGAINST the re-election of independent director Andrew Liveris (Item 2a) is warranted due to overboarding concerns arising from his extensive board commitments. A vote FOR the election/re-election of independent directors Thomas Gorman (Item 2b), Emma Stein (Item 2c), Anne Templeman-Jones (Item 2d) and Xiao Bin Wang (Item 2e) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
Worley Limited	WOR	Australia	3/11/2021	Elect Director	Elect Anne Templeman-Jones as Director	For	For	A vote AGAINST the re-election of independent director Andrew Liveris (Item 2a) is warranted due to overboarding concerns arising from his extensive board commitments. A vote FOR the election/re-election of independent directors Thomas Gorman (Item 2b), Emma Stein (Item 2c), Anne Templeman-Jones (Item 2d) and Xiao Bin Wang (Item 2e) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
Worley Limited	WOR	Australia	3/11/2021	Elect Director	Elect Wang Xiao Bin as Director	For	For	A vote AGAINST the re-election of independent director Andrew Liveris (Item 2a) is warranted due to overboarding concerns arising from his extensive board commitments. A vote FOR the election/re-election of independent directors Thomas Gorman (Item 2b), Emma Stein (Item 2c), Anne Templeman-Jones (Item 2d) and Xiao Bin Wang (Item 2e) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
Worley Limited	WOR	Australia	3/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted. * Remuneration and bonus outcomes are not materially misaligned with performance measures and results with lower STI bonuses compared to the prior year and paid at 35 percent of maximum opportunity and there was nil vesting of the FY19 LTI aligning with the flatter longer term results; * There was no increase to the CEO's fixed remuneration which is not excessive relative to peers; * A substantial portion of the CEO's total remuneration continues to be variable (70 percent) with a substantial weighting to financial performance; * As an improvement to the prior year, the deferred equity rights granted under the DEP are now subject to achievement of strategic targets prior to vesting (previously tenure based); * The LTI is broadly unchanged from prior year, although it is now subject to a four-year performance period linked to two financial performance metrics; and * The company's minimum shareholding requirements are robust with the CEO. Concerns are again raised for the following: * continued absence of disclosure of specific and quantified "threshold", "target" and "stretch" performance hurdles in the STI, making it impossible for shareholders to evaluate the rigor of targets, and * non-disclosure of DEP targets, while also noting that bonus payments linked to execution of strategy are regarded as bonuses for the "day job" of a CEO and senior executives, pointing to greater certainty of achievement and vesting.
Worley Limited	WOR	Australia	3/11/2021	Approve Share Plan Grant	Approve Grant of Deferred Equity Rights to Robert Christopher Ashton	For	For	A qualified vote FOR the issuance of deferred equity rights to CEO Chris Ashton is warranted. There are no performance hurdles to be met prior to the grant being made; however, the board discloses that there are strategic targets that need to be achieved prior to vesting, although executing strategy is considered to be part of the "day job" of the CEO, and therefore likely to result in high or full vesting. The qualification is in high or full vesting. The specific and quantitative targets are not disclosed although the company states that the targets will be quantified and measurable. * The value of this award is 70 percent of his fixed remuneration (increased from 50 percent in the prior year) and equal to \$1,190,000, which is not insignificant. This has been accompanied by a reduced in the STI, which may be regarded as a trade-off for greater certainty of vesting of the DEP compared to the STI.
Worley Limited	WOR	Australia	3/11/2021	Approve Share Plan Grant	Approve Grant of Long-Term Performance Rights to Robert Christopher Ashton	For	For	A vote FOR the issuance of performance rights to CEO Chris Ashton is warranted. The features of this FY22 LTI grant remain well aligned with long term shareholder interests. This includes a 4-year performance period and relative TSR and EPS growth performance measures.
Woolworths Group Limited	WOW	Australia	27/10/2021	Elect Director	Elect Gordon Cairns as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.
Woolworths Group Limited	WOW	Australia	27/10/2021	Elect Director	Elect Maxine Brenner as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.
Woolworths Group Limited	WOW	Australia	27/10/2021	Elect Director	Elect Philip Chronican as Director	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.
Woolworths Group Limited	WOW	Australia	27/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the Remuneration Report is warranted. No material misalignment between pay, performance and shareholder outcomes has been observed for the period under review. Concerns for shareholders are in relation to the LTI: * Absence of disclosure for the ROFE and Sales per sqm targets in the FY21 LTI award, and * A 20 percent portion of the new FY22 LTI will be allocated to a non-financial performance measure, Reputation. This is considered to be problematic and misaligned with improved company performance and shareholder interests. It appears in the nature of a bonus for the "day job" responsibilities of the CEO and executives, or alternatively, a bonus for the company and executives "not doing the wrong thing" in regard to something which could damage reputation.
Woolworths Group Limited	WOW	Australia	27/10/2021	Approve Share Plan Grant	Approve Grant of Performance Share Rights to Brad Banducci	For	For	A qualified vote FOR the grant of rights to CEO is warranted. The structure of the grant mostly consistent with prior year grants. Concerns for shareholders include: * The high quantum of award above market median, * The award of dividends on unvested shares paid during the performance period in the form of additional shares allocated on any rights that vest, * Performance targets for the two internal performance measures representing 60 percent of the award (ie. in regard to the ROFE and Reputation performance measures) are not disclosed in advance, and preventing shareholders from assessing their rigor, * Inclusion of a new Reputation non-financial measure for 20 percent of the LTI award is problematic and inappropriate. Managing the company's reputation is part of the CEO's (and executives') core "day job" responsibilities. This performance measure appears to create a bonus "for not doing the wrong thing" rather than a bonus which is aligned with improved shareholder outcomes and an improvement in the company's performance, and * The TSR measure does not have a positive TSR gateway to ensure vesting of bonuses is aligned with a positive return to shareholders. Concerns are highlighted regarding the opaque and potentially discretionary reputational non-financial performance measure, which increase certainty of higher-level vesting. The case has not been made for any alignment with improved shareholder wealth outcomes. Shareholders may seek to express their concerns regarding the suitability, or otherwise, of the Reputation non-financial performance measure.
Woolworths Group Limited	WOW	Australia	27/10/2021	Approve Restricted Stock Plan	Approve Non-Executive Directors' Equity Plans	For	For	A vote FOR the Non-Executive Director Equity Plans is warranted. * This will allow directors to increase their shareholdings in the company under a "salary sacrifice" arrangement of up to 100 percent of NED fees. * There are tax deferral opportunities available to directors who participate in this plan. * The awards are not performance based and should not impair the independence of directors.
Woodside Petroleum Ltd.	WPL	Australia	19/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted, as the request to amend the company's constitution is potentially broad with no regulatory framework to oversee shareholder proposals. The Board has confirmed its willingness to consult with the shareholder proponents with a view to addressing shareholder requirements, and to allow a reasonable opportunity to publicly discuss the resolutions at the AGM.
Woodside Petroleum Ltd.	WPL	Australia	19/05/2022	Report on Climate Change	Approve Contingent Resolution - Capital Protection	For	For	A vote FOR this resolution is warranted given that shareholders are likely to benefit from a regular review and additional disclosure on how the company's capital allocation to oil and gas assets will align with a scenario in which global energy emissions reach net-zero by 2050.
Woodside Petroleum Ltd.	WPL	Australia	19/05/2022	Report on Climate Change	Approve Contingent Resolution - Climate-Related Lobbying	For	For	A vote FOR this proposal is warranted. The request will further enhance the company's efforts in aligning its stated policies and commitments to the Paris Agreement, and may allow shareholders to better assess the company's advocacies relating to the development of new oil and gas fields.
Woodside Petroleum Ltd.	WPL	Australia	19/05/2022	Report on Climate Change	Approve Contingent Resolution - Decommissioning	For	For	A vote FOR this proposal is warranted, as additional information would allow shareholders and investors to better understand how the company is managing decommissioning obligations and how the company is managing related risks.

Woodside Petroleum Ltd.	WPL	Australia	19/05/2022	Approve Merger Agreement	Approve BHP Petroleum Merger	For	For	A vote FOR the merger of Woodside Petroleum and BHP Petroleum is warranted. * The Merged Group will be a significant global business and expected to provide Woodside with increased scale and diversity of geographies, products and end markets through a long-life portfolio of energy assets. * The Merged Group is expected to be a top 10 global independent energy company by production and the largest energy company listed on the ASX with a portfolio of complementary, long-life conventional gas assets and high-margin oil assets and financial resilience to help supply the energy needed for global growth and development through the energy transition. * The Merged Group may have the ability to unlock pre-tax synergies of more than \$400 million per annum. * The Independent Expert concluded that the Merger is in the best interests of Woodside shareholders, in the absence of a superior offer, and on balance Woodside shareholders will be better off approving the Merger.
Woodside Petroleum Ltd.	WPL	Australia	19/05/2022	Elect Director	Elect Sarah Ryan as Director	For	For	A vote FOR the re-election of Sarah Ryan, Ann Pickard and Frank Cooper, and the election of Ben Wyatt is warranted as no material issues have been identified regarding their nominations in respect of board and committee composition. However, a qualification is made at present to highlight some concern regarding the process for the appointment of PricewaterhouseCoopers (PwC) as the company's new auditor, given that Frank Cooper is chairman of the company's Audit and Risk Committee and he was a former Partner of PwC.
Woodside Petroleum Ltd.	WPL	Australia	19/05/2022	Elect Director	Elect Ann Pickard as Director	For	For	A vote FOR the re-election of Sarah Ryan, Ann Pickard and Frank Cooper, and the election of Ben Wyatt is warranted as no material issues have been identified regarding their nominations in respect of board and committee composition. However, a qualification is made at present to highlight some concern regarding the process for the appointment of PricewaterhouseCoopers (PwC) as the company's new auditor, given that Frank Cooper is chairman of the company's Audit and Risk Committee and he was a former Partner of PwC.
Woodside Petroleum Ltd.	WPL	Australia	19/05/2022	Elect Director	Elect Frank Cooper as Director	For	For	A vote FOR the re-election of Sarah Ryan, Ann Pickard and Frank Cooper, and the election of Ben Wyatt is warranted as no material issues have been identified regarding their nominations in respect of board and committee composition. However, a qualification is made at present to highlight some concern regarding the process for the appointment of PricewaterhouseCoopers (PwC) as the company's new auditor, given that Frank Cooper is chairman of the company's Audit and Risk Committee and he was a former Partner of PwC.
Woodside Petroleum Ltd.	WPL	Australia	19/05/2022	Elect Director	Elect Ben Wyatt as Director	For	For	A vote FOR the re-election of Sarah Ryan, Ann Pickard and Frank Cooper, and the election of Ben Wyatt is warranted as no material issues have been identified regarding their nominations in respect of board and committee composition. However, a qualification is made at present to highlight some concern regarding the process for the appointment of PricewaterhouseCoopers (PwC) as the company's new auditor, given that Frank Cooper is chairman of the company's Audit and Risk Committee and he was a former Partner of PwC.
Woodside Petroleum Ltd.	WPL	Australia	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted. * There is reasonable alignment to pay and financial performance in FY21. * There is a higher weighting to financial metrics in FY21 and improved disclosure of performance targets. * The company's NPAT and EBITDA improved in FY21 although the share price declined, production was below FY20 levels and unit cost of production increased. * The quantitative pay for performance model indicates a medium level of concern for relativity of pay with performance over the last three years, being at least in part a function of significant remuneration to the former CEO and weak TSR impacted by covid impact global equities and oil markets. Some concerns warrant qualification including: * Continued high weighting in the EIS to individual and non-financial performance objectives that are assessed on a subjective basis and appear to be core "day job" responsibilities for senior executives, * EIS bonuses for FY21 are high and more aligned with improved NPAT and EBITDA, than productions and costs and shareholder returns, * Provision for dividends in the performance period on unvested shares in regard to the performance rights that vest, represents an inconsistency with the trend in the market for removal of such contingencies, noting that the shares are not owned nor is there any present entitlement to the shares or dividends, * Discretionary awards were granted to executives associated with the completion of the merger agreement with BHP, and * Board discretion was applied to accelerate the vesting of awards for the new CEO and retiring CEO. A portion of Meg O'Neill's sign-on award was accelerated on her appointment to the CEO's role and the FY22 performance rights granted to the retired CEO, Peter Coleman, have a shorter performance period of three year compared to the standard five years.
Woodside Petroleum Ltd.	WPL	Australia	19/05/2022	Approve Share Plan Grant	Approve Grant of Restricted Shares and Performance Rights to Meg O'Neill	For	For	A vote FOR the grant of restricted shares and performance rights to the CEO is warranted. * The quantum of the award is calculated on a pro-rata basis based on the new CEO's time in the role and is lower than market median. * The award structure has a high weighting to restricted shares (essentially equivalent to a traditional deferred STI) that are subject only to tenure and clawback/malus provisions over three and five-year deferral periods, and performance rights are subject to two relative TSR performance measures over five years. Concerns include: * the provision for "dividends on unvested shares", through a dividend equalization payment in respect of dividends paid during the performance period on the performance rights that ultimately vest, * the board's discretion to accelerate vesting in specific circumstances, and * the annual assessment includes a high portion based on achievement of non-financial and individual objectives.
Woodside Petroleum Ltd.	WPL	Australia	19/05/2022	Renew Partial Takeover Provision	Approve Reinsertion of Proportional Takeover Provisions	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Woodside Petroleum Ltd.	WPL	Australia	19/05/2022	Change Company Name	Approve the Change of Company Name to Woodside Energy Group Ltd	For	For	A vote FOR this resolution is warranted given that no corporate governance concerns have been identified.
Woodside Petroleum Ltd.	WPL	Australia	19/05/2022	Ratify Auditors	Appoint PricewaterhouseCoopers as Auditor of the Company	For	For	A vote FOR the appointment of PricewaterhouseCoopers as the company's auditor is warranted. The current auditor, E&Y, has been in the role for over 30 years and a new auditor is considered by the board to be appropriate.
Woodside Petroleum Ltd.	WPL	Australia	19/05/2022	Management Climate-Related Proposal	Approve Climate Report	Against	Against	A vote AGAINST this resolution is warranted. The absence of clear disclosure of tangible Scope 3 targets in the company's disclosed Scope 3 plans may be regarded by shareholders as a material deficiency. Additionally, the company lacks science-based targets.
WPP Plc	WPP	Jersey	24/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the Directors' report and financial statements is warranted as no significant concerns have been identified.
WPP Plc	WPP	Jersey	24/05/2022	Elect Director	Re-elect Mark Read as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
WPP Plc	WPP	Jersey	24/05/2022	Elect Director	Re-elect John Rogers as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
WPP Plc	WPP	Jersey	24/05/2022	Elect Director	Re-elect Cindy Rose as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
WPP Plc	WPP	Jersey	24/05/2022	Elect Director	Re-elect Nicole Seligman as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
WPP Plc	WPP	Jersey	24/05/2022	Elect Director	Re-elect Keith Weed as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
WPP Plc	WPP	Jersey	24/05/2022	Elect Director	Re-elect Jasmine Whitbread as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
WPP Plc	WPP	Jersey	24/05/2022	Elect Director	Re-elect Ya-Qin Zhang as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
WPP Plc	WPP	Jersey	24/05/2022	Ratify Auditors	Reappoint Deloitte LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
WPP Plc	WPP	Jersey	24/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no significant concerns regarding this proposal.
WPP Plc	WPP	Jersey	24/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
WPP Plc	WPP	Jersey	24/05/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
WPP Plc	WPP	Jersey	24/05/2022	Approve Restricted Stock Plan	Approve Executive Performance Share Plan	For	For	A vote FOR this resolution is warranted in the absence of any significant concerns.
WPP Plc	WPP	Jersey	24/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
WPP Plc	WPP	Jersey	24/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
WPP Plc	WPP	Jersey	24/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
WPP Plc	WPP	Jersey	24/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation Committee Report	For	For	A vote FOR this item is considered warranted, although it is not without concerns: * The CEO's salary was increased by 6.7% and his EPS award level for FY2022 was increased from 350% of salary to 390% of salary. * The performance outcomes of the annual bonus raise concerns on whether the targets set were appropriately stretching. In addition, the level of bonus payout raises concerns relating to stakeholder alignment, given redundancies during the pandemic and receipt of government aid during the year under review. The main reasons for support are: * The Company's rationale for the increase in the CEO's compensation is recognized. * The increase in the 2022 EPS award level is accompanied by an increase in the stretch of the performance targets. * The bonus payout is considered broadly in line with the Company's relatively strong performance during the year under review.
WPP Plc	WPP	Jersey	24/05/2022	Elect Director	Elect Simon Dingemans as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
WPP Plc	WPP	Jersey	24/05/2022	Elect Director	Re-elect Angela Ahrendts as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
WPP Plc	WPP	Jersey	24/05/2022	Elect Director	Re-elect Sandrine Dufour as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
WPP Plc	WPP	Jersey	24/05/2022	Elect Director	Re-elect Tarek Farahat as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
WPP Plc	WPP	Jersey	24/05/2022	Elect Director	Re-elect Tom Iube as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
WPP Plc	WPP	Jersey	24/05/2022	Elect Director	Re-elect Roberto Quarta as Director	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Waypoint REIT	WPR	Australia	1/11/2021	Approve Reverse Stock Split	Approve Consolidation of Stapled Securities	For	For	A vote FOR this resolution is warranted given that the share consolidation will apply equally to all shares, and no governance concerns have been identified.
Waypoint REIT	WPR	Australia	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the approval of the remuneration report is warranted. No material disconnects between pay, performance and securityholder outcomes is identified. As an improvement to the prior year, the company has now disclosed the weighting of STI KPIs and introduced equity deferral for a portion of the executive KMP's STI.
Waypoint REIT	WPR	Australia	12/05/2022	Elect Director	Elect Laurence Brindle as Director	For	For	A vote FOR the election of Laurence Brindle and Susan MacDonald is warranted as no material concerns have been identified regarding board and committee composition resulting from their election, nor any wider corporate governance issues.
Waypoint REIT	WPR	Australia	12/05/2022	Elect Director	Elect Susan MacDonald as Director	For	For	A vote FOR the election of Laurence Brindle and Susan MacDonald is warranted as no material concerns have been identified regarding board and committee composition resulting from their election, nor any wider corporate governance issues.
Waypoint REIT	WPR	Australia	12/05/2022	Approve Share Plan Grant	Approve Grant of Performance Rights to Hadyn Stephens	For	For	A vote FOR the grant of performance rights to CEO Hadyn Stephens is warranted. The terms of the grant are not problematic. The Group has provided good disclosure, and the structure of the grant is in line with accepted market practice and securityholder interests with vesting of any LTI after a three-year performance period, no-retesting, no distribution entitlement prior to vesting, and two equally weighted performance measures, with clawback provision. If this resolution is not approved, a cash payment will be made to the CEO to the value of any vested rights in lieu of securities. The 'false choice' has the effect of diminishing securityholder rights.
Waypoint REIT	WPR	Australia	12/05/2022	Renew Partial Takeover Provision	Approve Proportional Takeover Provisions in the Company Constitution	For	For	A vote FOR these resolutions is warranted on the basis that the passing of these resolutions will ensure that securityholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.

Waypoint REIT	WPR	Australia	12/05/2022	Renew Partial Takeover Provision	Approve Proportional Takeover Provisions in the Trust Constitution	For	For	A vote FOR these resolutions is warranted on the basis that the passing of these resolutions will ensure that securityholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
W. R. Berkley Corporation	WRB	USA	15/06/2022	Elect Director	Elect Director W. Robert Berkley, Jr.	For	For	Votes AGAINST incumbent compensation committee members Ronald Blaylock and Mary C. Farrell are warranted in light of the material risk associated with the significant number of shares pledged by executive chairman William Berkley. Votes FOR William R. Berkley Jr. and Mark Shapiro are warranted.
W. R. Berkley Corporation	WRB	USA	15/06/2022	Elect Director	Elect Director Ronald E. Blaylock	Against	Against	Votes AGAINST incumbent compensation committee members Ronald Blaylock and Mary C. Farrell are warranted in light of the material risk associated with the significant number of shares pledged by executive chairman William Berkley. Votes FOR William R. Berkley Jr. and Mark Shapiro are warranted.
W. R. Berkley Corporation	WRB	USA	15/06/2022	Elect Director	Elect Director Mary C. Farrell	Against	Against	Votes AGAINST incumbent compensation committee members Ronald Blaylock and Mary C. Farrell are warranted in light of the material risk associated with the significant number of shares pledged by executive chairman William Berkley. Votes FOR William R. Berkley Jr. and Mark Shapiro are warranted.
W. R. Berkley Corporation	WRB	USA	15/06/2022	Elect Director	Elect Director Mark L. Shapiro	For	For	Votes AGAINST incumbent compensation committee members Ronald Blaylock and Mary C. Farrell are warranted in light of the material risk associated with the significant number of shares pledged by executive chairman William Berkley. Votes FOR William R. Berkley Jr. and Mark Shapiro are warranted.
W. R. Berkley Corporation	WRB	USA	15/06/2022	Increase Authorized Common Stock	Increase Authorized Common Stock	Against	Against	The requested increase in the number of authorized shares is above the company-specific allowable cap. Therefore, a vote AGAINST this proposal is warranted.
W. R. Berkley Corporation	WRB	USA	15/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay remains based on disclosed performance metrics, and the CEO's entire equity award is conditioned on multi-year performance goals.
W. R. Berkley Corporation	WRB	USA	15/06/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
WestRock Company	WRK	USA	28/01/2022	Elect Director	Elect Director Colleen F. Arnold	For	For	A vote FOR the director nominees is warranted.
WestRock Company	WRK	USA	28/01/2022	Elect Director	Elect Director Timothy J. Bernlohr	For	For	A vote FOR the director nominees is warranted.
WestRock Company	WRK	USA	28/01/2022	Elect Director	Elect Director J. Powell Brown	For	For	A vote FOR the director nominees is warranted.
WestRock Company	WRK	USA	28/01/2022	Elect Director	Elect Director Terrell K. Crews	For	For	A vote FOR the director nominees is warranted.
WestRock Company	WRK	USA	28/01/2022	Elect Director	Elect Director Russell M. Currey	For	For	A vote FOR the director nominees is warranted.
WestRock Company	WRK	USA	28/01/2022	Elect Director	Elect Director Suzan F. Harrison	For	For	A vote FOR the director nominees is warranted.
WestRock Company	WRK	USA	28/01/2022	Elect Director	Elect Director Gracia C. Martore	For	For	A vote FOR the director nominees is warranted.
WestRock Company	WRK	USA	28/01/2022	Elect Director	Elect Director James E. Nevels	For	For	A vote FOR the director nominees is warranted.
WestRock Company	WRK	USA	28/01/2022	Elect Director	Elect Director David B. Sewell	For	For	A vote FOR the director nominees is warranted.
WestRock Company	WRK	USA	28/01/2022	Elect Director	Elect Director Alan D. Wilson	For	For	A vote FOR the director nominees is warranted.
WestRock Company	WRK	USA	28/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as the increase in CEO pay was due primarily to the sign-on equity grants awarded to the new CEO. While annual incentive targets were set lower than the previous year, both the annual incentive and long-term incentive awards are based primarily on objective financial performance metrics.
WestRock Company	WRK	USA	28/01/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
WestRock Company	WRK	USA	28/01/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Western Areas Ltd.	WSA	Australia	18/11/2021	Elect Director	Elect Richard Yeates as Director	For	For	A qualified vote FOR the re-election of Richard Yeates is warranted since he is a non-independent director serving on key board committees that are not fully independent, namely the Remuneration Committee (only 67-percent independent) and Nomination Committee (only 50-percent independent). However, the board is majority independent and no other governance concerns have been identified regarding his nomination at this time. Mr Yeates is classified as non-independent under ISS Australian Benchmark Policy due to excessive board tenure (>12 years).
Western Areas Ltd.	WSA	Australia	18/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR this resolution is warranted. Although the Sustainability Advisory Services pay for performance model shows a high level of concern for misalignment, there appears no material disconnect between pay and performance at this time, particularly the STI outcomes are lower and there is no LTI vesting for FY21. In addition, the CEO's total pay is not considered excessive. The overall terms of the LTI, which includes rigorous relative TSR goals over a three-year period, are also in line with local market practice. The following concerns are highlighted: " Poor STI disclosure as the complete specific and quantified goals, metric weightings, and actual results are not disclosed; and" Problematic features, including potential "takeover bonus" for two executives including the CEO upon a takeover or a merger; board discretion to accelerate vesting of performance rights for good leavers and in the event of a change in control; and the lack of a positive TSR gateway for the sole LTI metric, relative TSR.
Western Areas Ltd.	WSA	Australia	18/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A vote FOR this resolution is warranted as the current headroom may not be sufficient to provide future flexibility to appoint and retain directors, and the proposed increase is not considered excessive. Also, overall non-executive director fees are not considered excessive at this time.
Western Areas Ltd.	WSA	Australia	18/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Daniel Lougher	For	For	A vote FOR this resolution is warranted. The structure of the grant is the similar as in the prior year, namely assessed against rigorous relative TSR hurdles over a three-year performance period. However, the following concerns are highlighted: "The quantum of the grant remains relatively high; and" The company does not appear to include a positive TSR gateway for the relative TSR performance hurdle" The change of control and "good leaver" provisions are subject to board discretion and may therefore allow the accelerated vesting of awards without respect for time elapsed or the original performance conditions. The company previously announced that it was in preliminary discussions with IGO Limited in relation to a possible change of control proposal. Considering the current competitive labour market and as an incentive to assist the company to retain its key personnel, the board has determined that should a board recommended change of control proposal be agreed, it would exercise its discretion to vest any unvested performance rights (including those held by the CEO) if a change of control occurs because of that board recommended proposal.
Western Areas Ltd.	WSA	Australia	18/11/2021	Renew Partial Takeover Provision	Approve Proportional Takeover Provisions	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Western Areas Ltd.	WSA	Australia	18/11/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Shares to Institutional, Sophisticated or Professional Investors	For	For	A qualified vote FOR this resolution is warranted. While there is a slight discount and significant dilutive impact, the company provided a compelling rationale for the equity raising and there was also an entitlement offer made to all shareholders allowing them to participate via a separate SPP.
Western Areas Ltd.	WSA	Australia	18/11/2021	Approve Scheme of Arrangement	Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by IGO Limited Through its Wholly-owned Subsidiary, IGO Nickel Holdings Pty Ltd	For	For	A vote FOR the proposal is warranted for the following reasons: " The all-cash Final Scheme consideration of \$3.87 per WSA share represents a premium of 56.0 percent above WSA's share price when initial discussions between WSA and IGO were announced in August 2021 and a premium of 19.4 percent above WSA's share price on 15 December 2021 prior to the first Scheme proposal. " The offer provides certainty of value for WSA investors at a time when there is significant global uncertainty following the invasion of Ukraine and the subsequent impact on nickel price volatility. " The offer is unanimously supported by the board in the absence of a superior proposal. " The market reaction post-announcement indicates broad acceptance of the transaction, and " There have been no superior offers. This recommendation is not without some concern noting that the Independent Expert concluded that the IGO offer was not fair but reasonable to Western Areas shareholders and therefore, on balance, in the best interests of Scheme shareholders in the absence of a superior proposal. The Independent Expert's final valuation of WSA shares was in the range of \$4.04 to \$5.23 per share, on a 100 percent controlling interest basis, however this includes values of residual resources and other mineral asset interests held by Western Areas not currently captured in Western Areas' production scenarios, and nickel prices based on the prevailing high and volatile spot prices.
Williams-Sonoma, Inc.	WSM	USA	1/06/2022	Elect Director	Elect Director Laura Alber	For	For	A vote FOR the director nominees is warranted.
Williams-Sonoma, Inc.	WSM	USA	1/06/2022	Elect Director	Elect Director Esi Egglestone Bracey	For	For	A vote FOR the director nominees is warranted.
Williams-Sonoma, Inc.	WSM	USA	1/06/2022	Elect Director	Elect Director Scott Dahnik	For	For	A vote FOR the director nominees is warranted.
Williams-Sonoma, Inc.	WSM	USA	1/06/2022	Elect Director	Elect Director Anne Finucane	For	For	A vote FOR the director nominees is warranted.
Williams-Sonoma, Inc.	WSM	USA	1/06/2022	Elect Director	Elect Director Paula Pretlow	For	For	A vote FOR the director nominees is warranted.
Williams-Sonoma, Inc.	WSM	USA	1/06/2022	Elect Director	Elect Director William Ready	For	For	A vote FOR the director nominees is warranted.
Williams-Sonoma, Inc.	WSM	USA	1/06/2022	Elect Director	Elect Director Frits van Paasschen	For	For	A vote FOR the director nominees is warranted.
Williams-Sonoma, Inc.	WSM	USA	1/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.
Williams-Sonoma, Inc.	WSM	USA	1/06/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Whispir Limited	WSP	Australia	24/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A qualified vote FOR the adoption of the remuneration report is warranted. The remuneration practices of the company on balance are in line with local market standards. Nevertheless, shareholders may be concerned with: " Payment of STI which appears at odds with the company's financial performance and position; and" Ongoing lack of disclosure of quantified STI targets, which hinders shareholders' abilities to assess performance alignment and goal rigor setting. Shareholders may seek to express their concerns and require improved disclosure.
Whispir Limited	WSP	Australia	24/11/2021	Elect Director	Elect Sarah Morgan as Director	For	For	A vote FOR these nominees is warranted.
Whispir Limited	WSP	Australia	24/11/2021	Elect Director	Elect Aled Miles as Director	For	For	A vote FOR these nominees is warranted.
Whispir Limited	WSP	Australia	24/11/2021	Renew Partial Takeover Provision	Approve Renewal of Proportional Takeover Provisions	For	For	A vote FOR this resolution is warranted.
Whispir Limited	WSP	Australia	24/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Jeremy Wells	For	For	A vote FOR this resolution is warranted.
West Pharmaceutical Services, Inc.	WST	USA	24/05/2022	Elect Director	Elect Director Mark A. Butman	For	For	Votes AGAINST incumbent nominating committee chair William Feehery are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
West Pharmaceutical Services, Inc.	WST	USA	24/05/2022	Elect Director	Elect Director William F. Feehery	Against	Against	Votes AGAINST incumbent nominating committee chair William Feehery are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
West Pharmaceutical Services, Inc.	WST	USA	24/05/2022	Elect Director	Elect Director Robert F. Friel	For	For	Votes AGAINST incumbent nominating committee chair William Feehery are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
West Pharmaceutical Services, Inc.	WST	USA	24/05/2022	Elect Director	Elect Director Eric M. Green	For	For	Votes AGAINST incumbent nominating committee chair William Feehery are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
West Pharmaceutical Services, Inc.	WST	USA	24/05/2022	Elect Director	Elect Director Molly E. Joseph	For	For	Votes AGAINST incumbent nominating committee chair William Feehery are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.

West Pharmaceutical Services, Inc.	WST	USA	24/05/2022	Elect Director	Elect Director Thomas W. Hofmann	For	For	Votes AGAINST incumbent nominating committee chair William Feehely are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
West Pharmaceutical Services, Inc.	WST	USA	24/05/2022	Elect Director	Elect Director Deborah L. V. Keller	For	For	Votes AGAINST incumbent nominating committee chair William Feehely are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
West Pharmaceutical Services, Inc.	WST	USA	24/05/2022	Elect Director	Elect Director Myla P. Lai-Goldman	For	For	Votes AGAINST incumbent nominating committee chair William Feehely are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
West Pharmaceutical Services, Inc.	WST	USA	24/05/2022	Elect Director	Elect Director Douglas A. Michels	For	For	Votes AGAINST incumbent nominating committee chair William Feehely are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
West Pharmaceutical Services, Inc.	WST	USA	24/05/2022	Elect Director	Elect Director Paolo Pucci	For	For	Votes AGAINST incumbent nominating committee chair William Feehely are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
West Pharmaceutical Services, Inc.	WST	USA	24/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay is conditioned on objective financial performance metrics and the PSU awards are conditioned on clearly disclosed long-term performance goals.
West Pharmaceutical Services, Inc.	WST	USA	24/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Whitbread Plc	WTB	United Kingdom	15/06/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Whitbread Plc	WTB	United Kingdom	15/06/2022	Elect Director	Re-elect Fumbi Chima as Director	For	For	Votes AGAINST incumbent nomination committee chair Adam Crozier are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Whitbread Plc	WTB	United Kingdom	15/06/2022	Elect Director	Re-elect Adam Crozier as Director	Against	Against	Votes AGAINST incumbent nomination committee chair Adam Crozier are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Whitbread Plc	WTB	United Kingdom	15/06/2022	Elect Director	Re-elect Frank Fiskers as Director	For	For	Votes AGAINST incumbent nomination committee chair Adam Crozier are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Whitbread Plc	WTB	United Kingdom	15/06/2022	Elect Director	Re-elect Richard Gillingwater as Director	For	For	Votes AGAINST incumbent nomination committee chair Adam Crozier are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Whitbread Plc	WTB	United Kingdom	15/06/2022	Elect Director	Re-elect Chris Kennedy as Director	For	For	Votes AGAINST incumbent nomination committee chair Adam Crozier are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Whitbread Plc	WTB	United Kingdom	15/06/2022	Ratify Auditors	Reappoint Deloitte LLP as Auditors	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Whitbread Plc	WTB	United Kingdom	15/06/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Whitbread Plc	WTB	United Kingdom	15/06/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Whitbread Plc	WTB	United Kingdom	15/06/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Whitbread Plc	WTB	United Kingdom	15/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Whitbread Plc	WTB	United Kingdom	15/06/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	A vote FOR this remuneration policy. The terms of the new policy broadly mirror the old, with amendments to pension provision.
Whitbread Plc	WTB	United Kingdom	15/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Whitbread Plc	WTB	United Kingdom	15/06/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Whitbread Plc	WTB	United Kingdom	15/06/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Whitbread Plc	WTB	United Kingdom	15/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	Against	Against	A vote AGAINST the remuneration report is warranted because: " Substantial bonuses to the Executives were paid, despite the Company having received significant assistance from the UK and German governments relating to the pandemic. There has been no indication that these sums will be repaid. Mitigating considerations are acknowledged: specifically, it is noted that the effect of government aid was removed when calculating bonuses, and that bonuses were decreased by 25% in reflection of assistance received. It is also noted that the delayed bonuses for 2020/21 were voluntarily forgone. However, the concern with bonus payment against the background of significant government assistance remains. In this context, support for the remuneration report cannot be recommended.
Whitbread Plc	WTB	United Kingdom	15/06/2022	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Whitbread Plc	WTB	United Kingdom	15/06/2022	Elect Director	Elect Hemant Patel as Director	For	For	Votes AGAINST incumbent nomination committee chair Adam Crozier are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Whitbread Plc	WTB	United Kingdom	15/06/2022	Elect Director	Re-elect David Atkins as Director	For	For	Votes AGAINST incumbent nomination committee chair Adam Crozier are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Whitbread Plc	WTB	United Kingdom	15/06/2022	Elect Director	Re-elect Kal Atwal as Director	For	For	Votes AGAINST incumbent nomination committee chair Adam Crozier are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Whitbread Plc	WTB	United Kingdom	15/06/2022	Elect Director	Re-elect Horst Baier as Director	For	For	Votes AGAINST incumbent nomination committee chair Adam Crozier are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Whitbread Plc	WTB	United Kingdom	15/06/2022	Elect Director	Re-elect Alison Britain as Director	For	For	Votes AGAINST incumbent nomination committee chair Adam Crozier are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Wisetech Global Limited	WTC	Australia	19/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted. The CEO only receives a fixed remuneration of \$1,000,000 and does not participate in the STI or LTI plans. Total pay levels are not excessive and STI bonuses to the KMP are appropriately aligned with the company's good financial performance, including 100 percent of bonuses granted as equity to executives without significant shareholdings and the majority being deferred over a further three-year period. The company continues to disclose the performance measures in the STI plan (70 percent based on financial and operational targets which represents a reasonable weighting to objective measures), including the target range for revenue growth and EBITDA. STI awards were earned at maximum, which is aligned with the company's strong financial performance and shareholder returns.
Wisetech Global Limited	WTC	Australia	19/11/2021	Elect Director	Elect Andrew Harrison as Director	For	For	A vote FOR the re-election of independent non-executive directors Andrew Harrison (Item 3) and Teresa Engelhard (Item 4) is warranted as no concerns have been identified regarding board and committee composition resulting from their nomination. A qualified vote FOR the re-election of Charles Gibbon (Item 5) is warranted. Although he is classified as non-independent by ISS due to excessive tenure on the board (>12 years) and serves on the Audit Committee, he is a substantial shareholder of the company with a 5.37-percent stake and the board is majority independent.
Wisetech Global Limited	WTC	Australia	19/11/2021	Elect Director	Elect Teresa Engelhard as Director	For	For	A vote FOR the re-election of independent non-executive directors Andrew Harrison (Item 3) and Teresa Engelhard (Item 4) is warranted as no concerns have been identified regarding board and committee composition resulting from their nomination. A qualified vote FOR the re-election of Charles Gibbon (Item 5) is warranted. Although he is classified as non-independent by ISS due to excessive tenure on the board (>12 years) and serves on the Audit Committee, he is a substantial shareholder of the company with a 5.37-percent stake and the board is majority independent.
Wisetech Global Limited	WTC	Australia	19/11/2021	Elect Director	Elect Charles Gibbon as Director	For	For	A vote FOR the re-election of independent non-executive directors Andrew Harrison (Item 3) and Teresa Engelhard (Item 4) is warranted as no concerns have been identified regarding board and committee composition resulting from their nomination. A qualified vote FOR the re-election of Charles Gibbon (Item 5) is warranted. Although he is classified as non-independent by ISS due to excessive tenure on the board (>12 years) and serves on the Audit Committee, he is a substantial shareholder of the company with a 5.37-percent stake and the board is majority independent.
Wisetech Global Limited	WTC	Australia	19/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A qualified vote FOR this resolution is warranted as the increase in the non-executive director fee cap will help facilitate a board refreshment and succession planning, taking into account that two directors have tenures of 15 years. In addition, non-executive director fees are not excessive when compared to capitalisation peers and the company indicated that additional directors is needed to broaden the board's diversity as it continues to grow. The qualification is to highlight the significant increases in individual director fees in FY22.
Wisetech Global Limited	WTC	Australia	19/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	Against	Against	A vote AGAINST this resolution is warranted because: " The proposed amended constitution includes wording that explicitly states that the company may conduct meetings by using virtual-only means." While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meetings, and the wording proposed in the amendments explicitly allow for this. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders;" It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic. However, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to shareholders in approving this provision at present; and " Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
Willis Towers Watson Public Limited Company	WTW	Ireland	8/06/2022	Elect Director	Elect Director Dame Inga Beale	For	For	A vote FOR the director nominees is warranted.
Willis Towers Watson Public Limited Company	WTW	Ireland	8/06/2022	Elect Director	Elect Director Fumbi Chima	For	For	A vote FOR the director nominees is warranted.
Willis Towers Watson Public Limited Company	WTW	Ireland	8/06/2022	Elect Director	Elect Director Michael Hammond	For	For	A vote FOR the director nominees is warranted.
Willis Towers Watson Public Limited Company	WTW	Ireland	8/06/2022	Elect Director	Elect Director Carl Hess	For	For	A vote FOR the director nominees is warranted.
Willis Towers Watson Public Limited Company	WTW	Ireland	8/06/2022	Elect Director	Elect Director Brendan O'Neill	For	For	A vote FOR the director nominees is warranted.

Willis Towers Watson Public Limited Company	WTW	Ireland	8/06/2022	Elect Director	Elect Director Linda Rabbitt	For	For	A vote FOR the director nominees is warranted.
Willis Towers Watson Public Limited Company	WTW	Ireland	8/06/2022	Elect Director	Elect Director Paul Reilly	For	For	A vote FOR the director nominees is warranted.
Willis Towers Watson Public Limited Company	WTW	Ireland	8/06/2022	Elect Director	Elect Director Michelle Swanback	For	For	A vote FOR the director nominees is warranted.
Willis Towers Watson Public Limited Company	WTW	Ireland	8/06/2022	Elect Director	Elect Director Paul Thomas	For	For	A vote FOR the director nominees is warranted.
Willis Towers Watson Public Limited Company	WTW	Ireland	8/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Ratify the Appointment of Deloitte & Touche LLP as Auditor and Deloitte Ireland LLP to audit the Irish Statutory Accounts, and Authorize the Board to Fix Their Remuneration	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Willis Towers Watson Public Limited Company	WTW	Ireland	8/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. Annual incentives were primarily based on financial performance, and long-term awards were entirely performance-based and utilized a multi-year measurement period. The lack of disclosure of annual incentive targets and results was mitigated by the company's rationale and plans to include such disclosure for the FY22 awards.
Willis Towers Watson Public Limited Company	WTW	Ireland	8/06/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Renew the Board's Authority to Issue Shares Under Irish Law	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Willis Towers Watson Public Limited Company	WTW	Ireland	8/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Willis Towers Watson Public Limited Company	WTW	Ireland	8/06/2022	Approve Reduction/Cancellation of Share Premium Account	Approve Reduction and Cancellation of Share Premium Account	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Willis Towers Watson Public Limited Company	WTW	Ireland	8/06/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Weyerhaeuser Company	WY	USA	13/05/2022	Elect Director	Elect Director Mark A. Emmert	For	For	A vote FOR the director nominees is warranted.
Weyerhaeuser Company	WY	USA	13/05/2022	Elect Director	Elect Director Rick R. Holley	For	For	A vote FOR the director nominees is warranted.
Weyerhaeuser Company	WY	USA	13/05/2022	Elect Director	Elect Director Sara Grootwassink Lewis	For	For	A vote FOR the director nominees is warranted.
Weyerhaeuser Company	WY	USA	13/05/2022	Elect Director	Elect Director Deidra C. Merriwether	For	For	A vote FOR the director nominees is warranted.
Weyerhaeuser Company	WY	USA	13/05/2022	Elect Director	Elect Director Ai Monaco	For	For	A vote FOR the director nominees is warranted.
Weyerhaeuser Company	WY	USA	13/05/2022	Elect Director	Elect Director Nicole W. Piasacki	For	For	A vote FOR the director nominees is warranted.
Weyerhaeuser Company	WY	USA	13/05/2022	Elect Director	Elect Director Lawrence A. Selzer	For	For	A vote FOR the director nominees is warranted.
Weyerhaeuser Company	WY	USA	13/05/2022	Elect Director	Elect Director Devin W. Stockfish	For	For	A vote FOR the director nominees is warranted.
Weyerhaeuser Company	WY	USA	13/05/2022	Elect Director	Elect Director Kim Williams	For	For	A vote FOR the director nominees is warranted.
Weyerhaeuser Company	WY	USA	13/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.
Weyerhaeuser Company	WY	USA	13/05/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Weyerhaeuser Company	WY	USA	13/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Wynn Resorts, Limited	WYNN	USA	5/05/2022	Elect Director	Elect Director Craig S. Billings	For	For	A WITHHOLD vote is warranted for compensation committee member Margaret Myers, in light of the committee's poor response to low vote support for last year's say-on-pay proposal. A vote FOR the remaining director nominees is warranted.
Wynn Resorts, Limited	WYNN	USA	5/05/2022	Elect Director	Elect Director Margaret J. Myers	Withhold	Withhold	A WITHHOLD vote is warranted for compensation committee member Margaret Myers, in light of the committee's poor response to low vote support for last year's say-on-pay proposal. A vote FOR the remaining director nominees is warranted.
Wynn Resorts, Limited	WYNN	USA	5/05/2022	Elect Director	Elect Director Winifred M. Webb	For	For	A WITHHOLD vote is warranted for compensation committee member Margaret Myers, in light of the committee's poor response to low vote support for last year's say-on-pay proposal. A vote FOR the remaining director nominees is warranted.
Wynn Resorts, Limited	WYNN	USA	5/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Wynn Resorts, Limited	WYNN	USA	5/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted. The company has demonstrated poor responsiveness to low vote support for the 2021 say-on-pay proposal. Specifically, disclosure regarding shareholder feedback is limited and it is not clear that the company has made meaningful changes to the pay program to address shareholders' concerns. In addition, a pay-for-performance misalignment is underscored by the former CEO's high base salary and target STI opportunity, and goal disclosure issues. Further, while annual equity awards were 50 percent performance-conditioned, the newly appointed CEO received a large equity grant that was entirely time-based. Finally, disclosure surrounding transition payments made to the former CEO is not sufficient.
Xcel Energy Inc.	XEL	USA	18/05/2022	Elect Director	Elect Director Lynn Casey	For	For	A vote FOR the director nominees is warranted.
Xcel Energy Inc.	XEL	USA	18/05/2022	Elect Director	Elect Director Bob Frenzel	For	For	A vote FOR the director nominees is warranted.
Xcel Energy Inc.	XEL	USA	18/05/2022	Elect Director	Elect Director Nehira Johnson	For	For	A vote FOR the director nominees is warranted.
Xcel Energy Inc.	XEL	USA	18/05/2022	Elect Director	Elect Director Patricia Kampling	For	For	A vote FOR the director nominees is warranted.
Xcel Energy Inc.	XEL	USA	18/05/2022	Elect Director	Elect Director George Kahl	For	For	A vote FOR the director nominees is warranted.
Xcel Energy Inc.	XEL	USA	18/05/2022	Elect Director	Elect Director Richard O'Brien	For	For	A vote FOR the director nominees is warranted.
Xcel Energy Inc.	XEL	USA	18/05/2022	Elect Director	Elect Director Charles Pardee	For	For	A vote FOR the director nominees is warranted.
Xcel Energy Inc.	XEL	USA	18/05/2022	Elect Director	Elect Director Christopher Polcinski	For	For	A vote FOR the director nominees is warranted.
Xcel Energy Inc.	XEL	USA	18/05/2022	Elect Director	Elect Director James Prokopanko	For	For	A vote FOR the director nominees is warranted.
Xcel Energy Inc.	XEL	USA	18/05/2022	Elect Director	Elect Director Kim Williams	For	For	A vote FOR the director nominees is warranted.
Xcel Energy Inc.	XEL	USA	18/05/2022	Elect Director	Elect Director Daniel Yohannes	For	For	A vote FOR the director nominees is warranted.
Xcel Energy Inc.	XEL	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Although some concerns remain regarding auto-accelerated equity vesting, pay and performance are reasonably aligned at this time, and annual incentives and equity awards are primarily based on objective goals.
Xcel Energy Inc.	XEL	USA	18/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Xilix, Inc.	XLNX	USA	4/08/2021	Elect Director	Elect Director Dennis Segers	For	For	A vote FOR the director nominees is warranted.
Xilix, Inc.	XLNX	USA	4/08/2021	Elect Director	Elect Director Raman K. Chitkara	For	For	A vote FOR the director nominees is warranted.
Xilix, Inc.	XLNX	USA	4/08/2021	Elect Director	Elect Director Saar Gillai	For	For	A vote FOR the director nominees is warranted.
Xilix, Inc.	XLNX	USA	4/08/2021	Elect Director	Elect Director Ronald S. Jankov	For	For	A vote FOR the director nominees is warranted.
Xilix, Inc.	XLNX	USA	4/08/2021	Elect Director	Elect Director Mary Louise Krakauer	For	For	A vote FOR the director nominees is warranted.
Xilix, Inc.	XLNX	USA	4/08/2021	Elect Director	Elect Director Thomas H. Lee	For	For	A vote FOR the director nominees is warranted.
Xilix, Inc.	XLNX	USA	4/08/2021	Elect Director	Elect Director Jan A. Olson	For	For	A vote FOR the director nominees is warranted.
Xilix, Inc.	XLNX	USA	4/08/2021	Elect Director	Elect Director Victor Peng	For	For	A vote FOR the director nominees is warranted.
Xilix, Inc.	XLNX	USA	4/08/2021	Elect Director	Elect Director Elizabeth W. Vanderslice	For	For	A vote FOR the director nominees is warranted.
Xilix, Inc.	XLNX	USA	4/08/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as short-term incentives continue to be primarily based on financial metrics, and long-term incentives are half performance-based. Although some concerns are noted, pay and performance are reasonably aligned for the year in review.
Xilix, Inc.	XLNX	USA	4/08/2021	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Exxon Mobil Corporation	XOM	USA	25/05/2022	Elect Director	Elect Director Michael J. Angelakis	For	For	A vote AGAINST CEO and Chair Darren Woods, Lead Director Joseph Hooley, and Public Issues and Contributions Committee Chair Susan Avery is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST CEO/Chair Darren Woods are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
Exxon Mobil Corporation	XOM	USA	25/05/2022	Elect Director	Elect Director Jeffrey W. Ubben	For	For	A vote AGAINST CEO and Chair Darren Woods, Lead Director Joseph Hooley, and Public Issues and Contributions Committee Chair Susan Avery is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST CEO/Chair Darren Woods are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
Exxon Mobil Corporation	XOM	USA	25/05/2022	Elect Director	Elect Director Darren W. Woods	Against	Against	A vote AGAINST CEO and Chair Darren Woods, Lead Director Joseph Hooley, and Public Issues and Contributions Committee Chair Susan Avery is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST CEO/Chair Darren Woods are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.

Exxon Mobil Corporation	XOM	USA	25/05/2022	Elect Director	Elect Director Susan K. Avery	Against	Against	A vote AGAINST CEO and Chair Darren Woods, Lead Director Joseph Hooley, and Public Issues and Contributions Committee Chair Susan Avery is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST CEO/Chair Darren Woods are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
Exxon Mobil Corporation	XOM	USA	25/05/2022	Elect Director	Elect Director Angela F. Braly	For	For	A vote AGAINST CEO and Chair Darren Woods, Lead Director Joseph Hooley, and Public Issues and Contributions Committee Chair Susan Avery is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST CEO/Chair Darren Woods are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
Exxon Mobil Corporation	XOM	USA	25/05/2022	Elect Director	Elect Director Ursula M. Burns	For	For	A vote AGAINST CEO and Chair Darren Woods, Lead Director Joseph Hooley, and Public Issues and Contributions Committee Chair Susan Avery is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST CEO/Chair Darren Woods are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
Exxon Mobil Corporation	XOM	USA	25/05/2022	Elect Director	Elect Director Gregory J. Goff	For	For	A vote AGAINST CEO and Chair Darren Woods, Lead Director Joseph Hooley, and Public Issues and Contributions Committee Chair Susan Avery is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST CEO/Chair Darren Woods are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
Exxon Mobil Corporation	XOM	USA	25/05/2022	Elect Director	Elect Director Kaisa H. Hietala	For	For	A vote AGAINST CEO and Chair Darren Woods, Lead Director Joseph Hooley, and Public Issues and Contributions Committee Chair Susan Avery is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST CEO/Chair Darren Woods are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
Exxon Mobil Corporation	XOM	USA	25/05/2022	Elect Director	Elect Director Joseph L. Hooley	Against	Against	A vote AGAINST CEO and Chair Darren Woods, Lead Director Joseph Hooley, and Public Issues and Contributions Committee Chair Susan Avery is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST CEO/Chair Darren Woods are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
Exxon Mobil Corporation	XOM	USA	25/05/2022	Elect Director	Elect Director Steven A. Kandarian	For	For	A vote AGAINST CEO and Chair Darren Woods, Lead Director Joseph Hooley, and Public Issues and Contributions Committee Chair Susan Avery is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST CEO/Chair Darren Woods are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
Exxon Mobil Corporation	XOM	USA	25/05/2022	Elect Director	Elect Director Alexander A. Karsner	For	For	A vote AGAINST CEO and Chair Darren Woods, Lead Director Joseph Hooley, and Public Issues and Contributions Committee Chair Susan Avery is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST CEO/Chair Darren Woods are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
Exxon Mobil Corporation	XOM	USA	25/05/2022	Political Contributions Disclosure	Report on Political Contributions and Expenditures	For	For	A vote FOR this resolution is warranted as additional disclosure concerning Exxon's policies and memberships in trade associations and other political organizations would help shareholders assess the company's comprehensive political contribution activities and the company's management of associated risks and benefits.
Exxon Mobil Corporation	XOM	USA	25/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Exxon Mobil Corporation	XOM	USA	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. CEO Woods' pay increased year-over-year, in line with the company's financial recovery from the COVID-19 pandemic. Despite small improvements in disclosure, including providing accomplishments for each NEO and additional "focus areas" for compensation, concerns regarding the use of compensation committee discretion remain. Annual bonuses and equity award values continue to rely heavily on the committee's subjective assessment of performance, although the company provides certain considerations for executive pay decisions in the proxy. Further, equity awards do not carry performance vesting criteria, though awards use long time-vesting periods and maintain certain retention requirements. Nevertheless, for the year in review, these structural concerns were mitigated by rebounded financial performance and the alignment between pay and performance for the year in review. However, noted concerns around subjective pay determination and program structure warrant continued close monitoring, particularly should pay and performance not remain closely aligned going forward.
Exxon Mobil Corporation	XOM	USA	25/05/2022	Company-Specific--Compensation-Related	Remove Executive Perquisites	For	For	A vote FOR this proposal is warranted. While the aggregated costs of NEO perquisites are not excessive, they represent a non-performance-based benefit that is not generally available to the broader employee population. Such perquisites are not considered to be a best practice and their elimination would be considered a pay program improvement.
Exxon Mobil Corporation	XOM	USA	25/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Bylaws to Limit Shareholder Rights for Proposal Submission	Against	Against	A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.
Exxon Mobil Corporation	XOM	USA	25/05/2022	GHG Emissions	Set GHG Emissions Reduction targets Consistent With Paris Agreement Goal	For	For	A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.
Exxon Mobil Corporation	XOM	USA	25/05/2022	Report on Climate Change	Report on Low Carbon Business Planning	For	For	Votes FOR this shareholder proposal are warranted as shareholders would benefit from a stronger alignment between the company's stated goals and its actions regarding corporate responsibility.
Exxon Mobil Corporation	XOM	USA	25/05/2022	Report on Climate Change	Report on Scenario Analysis Consistent with International Energy Agency's Net Zero by 2050	For	For	A vote FOR this proposal is warranted because shareholders would benefit from greater disclosure about the company's risk of stranded assets, given its planned spending plan and business strategy.
Exxon Mobil Corporation	XOM	USA	25/05/2022	Recycling	Report on Reducing Plastic Pollution	For	For	A vote FOR this proposal is warranted, as additional disclosure on metrics and targets related to ability of the company to transition from virgin polymer production would allow shareholders to better assess the company's management of associated financial, environmental, and reputational risks.
DENTSPLY SIRONA Inc.	XRAY	USA	25/05/2022	Elect Director	Elect Director Eric K. Brandt	For	For	A vote FOR the director nominees is warranted. Donald Casey Jr.'s election as director was withdrawn and therefore the Sustainability Advisory Services recommendation is NONE.
DENTSPLY SIRONA Inc.	XRAY	USA	25/05/2022	Elect Director	Elect Director Donald M. Casey, Jr. "Withdrawn Resolution"	For	For	A vote FOR the director nominees is warranted. Donald Casey Jr.'s election as director was withdrawn and therefore the Sustainability Advisory Services recommendation is NONE.
DENTSPLY SIRONA Inc.	XRAY	USA	25/05/2022	Elect Director	Elect Director Willie A. Deese	For	For	A vote FOR the director nominees is warranted. Donald Casey Jr.'s election as director was withdrawn and therefore the Sustainability Advisory Services recommendation is NONE.
DENTSPLY SIRONA Inc.	XRAY	USA	25/05/2022	Elect Director	Elect Director John P. Groetelaars	For	For	A vote FOR the director nominees is warranted. Donald Casey Jr.'s election as director was withdrawn and therefore the Sustainability Advisory Services recommendation is NONE.
DENTSPLY SIRONA Inc.	XRAY	USA	25/05/2022	Elect Director	Elect Director Betsy D. Holden	For	For	A vote FOR the director nominees is warranted. Donald Casey Jr.'s election as director was withdrawn and therefore the Sustainability Advisory Services recommendation is NONE.
DENTSPLY SIRONA Inc.	XRAY	USA	25/05/2022	Elect Director	Elect Director Clyde R. Hosein	For	For	A vote FOR the director nominees is warranted. Donald Casey Jr.'s election as director was withdrawn and therefore the Sustainability Advisory Services recommendation is NONE.

DENTSPLY SIRONA Inc.	XRAY	USA	25/05/2022	Elect Director	Elect Director Harry M. Jansen Kraemer, Jr.	For	For	A vote FOR the director nominees is warranted. Donald Casey Jr.'s election as director was withdrawn and therefore the Sustainability Advisory Services recommendation is NONE.
DENTSPLY SIRONA Inc.	XRAY	USA	25/05/2022	Elect Director	Elect Director Gregory T. Lucier	For	For	A vote FOR the director nominees is warranted. Donald Casey Jr.'s election as director was withdrawn and therefore the Sustainability Advisory Services recommendation is NONE.
DENTSPLY SIRONA Inc.	XRAY	USA	25/05/2022	Elect Director	Elect Director Leslie F. Varon	For	For	A vote FOR the director nominees is warranted. Donald Casey Jr.'s election as director was withdrawn and therefore the Sustainability Advisory Services recommendation is NONE.
DENTSPLY SIRONA Inc.	XRAY	USA	25/05/2022	Elect Director	Elect Director Janet S. Vergis	For	For	A vote FOR the director nominees is warranted. Donald Casey Jr.'s election as director was withdrawn and therefore the Sustainability Advisory Services recommendation is NONE.
DENTSPLY SIRONA Inc.	XRAY	USA	25/05/2022	Elect Director	Elect Director Dorothea Wenzel	For	For	A vote FOR the director nominees is warranted. Donald Casey Jr.'s election as director was withdrawn and therefore the Sustainability Advisory Services recommendation is NONE.
DENTSPLY SIRONA Inc.	XRAY	USA	25/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
DENTSPLY SIRONA Inc.	XRAY	USA	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Annual incentives are largely based on pre-set financial measures and the majority of equity awards are performance based. Nonetheless, close monitoring of pay decisions and outcomes in 2022 is warranted given the recent changes in leadership.
DENTSPLY SIRONA Inc.	XRAY	USA	25/05/2022	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Amend Bylaws to Add Federal Forum Selection Provision	For	For	A vote FOR this proposal is warranted, as requiring federal securities litigation to be brought in federal court has the potential to reduce the company's litigation costs without unduly burdening would-be plaintiffs.
Xero Limited	XRO	New Zealand	12/08/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorize Board to Fix Remuneration of the Auditors	For	For	A vote FOR this resolution is warranted because no corporate governance concerns have been identified in relation to the fees paid to the auditor.
Xero Limited	XRO	New Zealand	12/08/2021	Elect Director	Elect Dale Murray as Director	For	For	A vote FOR the (re)-election of Dale Murray and Steven Aldrich is warranted because their presence supports the continued composition of a majority independent board structure, and no corporate governance concerns have been identified in relation to their candidacy as directors.
Xero Limited	XRO	New Zealand	12/08/2021	Elect Director	Elect Steven Aldrich as Director	For	For	A vote FOR the (re)-election of Dale Murray and Steven Aldrich is warranted because their presence supports the continued composition of a majority independent board structure, and no corporate governance concerns have been identified in relation to their candidacy as directors.
Xero Limited	XRO	New Zealand	12/08/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Non-Executive Directors' Fee Pool	For	For	A qualified vote FOR this resolution is warranted.* The current NED and chair fees are below the average director fees in the ASX 16-25 market capitalisation peer group of companies. The proposed increases would contribute to put NED fees in this company in line with Australian market capitalisation peers.* The proposed fee pool is disclosed to provide sufficient headroom to remunerate directors for potential increases in workload and responsibilities as the company expands its business.* add a US-based director, and* incorporate changes to the board committee structure.* The increase is not unreasonable compared with the strong growth of the company in recent years. The qualification is to highlight that the quantum of the proposed increase in the directors' fee pool of approximately 23 percent, or \$500,000, is substantial and the proposed increases to the chairman and individual NED fees are excessive when compared to the average wage growth in Australia and New Zealand.
Xylem Inc.	XYL	USA	12/05/2022	Elect Director	Elect Director Jeanne Beliveau-Dunn	For	For	A vote FOR the director nominees is warranted.
Xylem Inc.	XYL	USA	12/05/2022	Elect Director	Elect Director Patrick K. Decker	For	For	A vote FOR the director nominees is warranted.
Xylem Inc.	XYL	USA	12/05/2022	Elect Director	Elect Director Robert F. Friel	For	For	A vote FOR the director nominees is warranted.
Xylem Inc.	XYL	USA	12/05/2022	Elect Director	Elect Director Jorge M. Gomez	For	For	A vote FOR the director nominees is warranted.
Xylem Inc.	XYL	USA	12/05/2022	Elect Director	Elect Director Victoria D. Harker	For	For	A vote FOR the director nominees is warranted.
Xylem Inc.	XYL	USA	12/05/2022	Elect Director	Elect Director Steven R. Loranger	For	For	A vote FOR the director nominees is warranted.
Xylem Inc.	XYL	USA	12/05/2022	Elect Director	Elect Director Mark D. Morelli	For	For	A vote FOR the director nominees is warranted.
Xylem Inc.	XYL	USA	12/05/2022	Elect Director	Elect Director Jerome A. Peribere	For	For	A vote FOR the director nominees is warranted.
Xylem Inc.	XYL	USA	12/05/2022	Elect Director	Elect Director Markos I. Tambakeras	For	For	A vote FOR the director nominees is warranted.
Xylem Inc.	XYL	USA	12/05/2022	Elect Director	Elect Director Lila Tretikov	For	For	A vote FOR the director nominees is warranted.
Xylem Inc.	XYL	USA	12/05/2022	Elect Director	Elect Director Uday Yadav	For	For	A vote FOR the director nominees is warranted.
Xylem Inc.	XYL	USA	12/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Xylem Inc.	XYL	USA	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. Annual incentives are largely based on pre-set financial measures and the majority of equity awards were performance based and utilized a multi-year measurement period.
Yojee Limited	YOJ	Australia	30/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR the adoption of the remuneration report is warranted.
Yojee Limited	YOJ	Australia	30/11/2021	Elect Director	Elect Ray Lee as Director	Against	Against	Votes AGAINST incumbent nominee Ray Lee are warranted for lack of gender diversity on the board.
Yojee Limited	YOJ	Australia	30/11/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve the Issuance of Up to 10 Percent of the Company's Issued Capital	Against	Against	A vote AGAINST this resolution is warranted because the company did not provide specific reasons for seeking the authority and there appears to be no immediate need for the additional authority based on the company's most recent quarterly cash flow report.
Yojee Limited	YOJ	Australia	30/11/2021	Approve Restricted Stock Plan	Approve Issuance of Performance Rights under Yojee Incentive Performance Rights Plan	For	For	A qualified vote FOR this resolution is warranted given that the Yojee Incentive Performance Rights Plan establishes the broader framework for equity-incentives to a wider range of the company's employees. However, governance concern exists for the fact that non-executive directors may participate in the plan. This aspect is inconsistent with shareholder expectations in this market that NEDs do not receive incentive-based pay. Nevertheless, it is noted that any grant to a NED would require shareholder approval.
Yojee Limited	YOJ	Australia	30/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Ed Clarke	Against	Against	A vote AGAINST this resolution is warranted because the material terms of the proposed grant is not in accordance with Australian investor expectations.
YUM! Brands, Inc.	YUM	USA	19/05/2022	Elect Director	Elect Director Paget L. Alves	For	For	A vote FOR the director nominees is warranted.
YUM! Brands, Inc.	YUM	USA	19/05/2022	Elect Director	Elect Director Keith Barr	For	For	A vote FOR the director nominees is warranted.
YUM! Brands, Inc.	YUM	USA	19/05/2022	Elect Director	Elect Director Christopher M. Connor	For	For	A vote FOR the director nominees is warranted.
YUM! Brands, Inc.	YUM	USA	19/05/2022	Elect Director	Elect Director Brian C. Cornell	For	For	A vote FOR the director nominees is warranted.
YUM! Brands, Inc.	YUM	USA	19/05/2022	Elect Director	Elect Director Tanya L. Domier	For	For	A vote FOR the director nominees is warranted.
YUM! Brands, Inc.	YUM	USA	19/05/2022	Elect Director	Elect Director David W. Gibbs	For	For	A vote FOR the director nominees is warranted.
YUM! Brands, Inc.	YUM	USA	19/05/2022	Elect Director	Elect Director Miriam M. Graddick-Weir	For	For	A vote FOR the director nominees is warranted.
YUM! Brands, Inc.	YUM	USA	19/05/2022	Elect Director	Elect Director Lauren R. Hobart	For	For	A vote FOR the director nominees is warranted.
YUM! Brands, Inc.	YUM	USA	19/05/2022	Elect Director	Elect Director Thomas C. Nelson	For	For	A vote FOR the director nominees is warranted.
YUM! Brands, Inc.	YUM	USA	19/05/2022	Elect Director	Elect Director P. Justin Skala	For	For	A vote FOR the director nominees is warranted.
YUM! Brands, Inc.	YUM	USA	19/05/2022	Elect Director	Elect Director Elaine B. Stock	For	For	A vote FOR the director nominees is warranted.
YUM! Brands, Inc.	YUM	USA	19/05/2022	Elect Director	Elect Director Annie Young-Schivner	For	For	A vote FOR the director nominees is warranted.
YUM! Brands, Inc.	YUM	USA	19/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
YUM! Brands, Inc.	YUM	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted, due to significant concerns regarding pay program structure and one-time decisions. The STI payout formula allows for a large increase in total payouts based on the committee's subjective assessment of individual performance. The CEO also has a relatively high maximum STI opportunity that could allow for outsized bonuses. With respect to equity incentives, the entirety of the 2021-23 PSUs are based on a relative TSR metric that targets merely median performance. Moreover, the committee significantly increased the CEO's regular LTI grant value in the same year they awarded a sizable one-time equity award. The special award utilizes only a two-year measurement period and the metric is shared under the annual incentive program.
Zip Co Limited	ZIP	Australia	4/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	A qualified vote FOR this resolution is warranted. The company appears to have sufficient headroom for additional board appointments based on current director fees, but the proposed increase would support the company's efforts in adding non-executive director(s) based in the U.S. where director fees are higher. Director fees are also not considered excessive relative to peers.
Zip Co Limited	ZIP	Australia	4/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted on the basis that no material disconnect between pay and performance, and shareholder outcomes has been identified. However, the specific and quantified STI targets are not disclosed, which makes it impossible for shareholders to evaluate whether targets are rigorous, aligned with shareholder interests and whether remuneration outcomes are appropriate.
Zip Co Limited	ZIP	Australia	4/11/2021	Elect Director	Elect Diane Smith-Gander as Director	For	For	A vote FOR the election/re-election independent non-executive directors Diane Smith-Gander (Item 3a) and John Batistich (Item 3b) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
Zip Co Limited	ZIP	Australia	4/11/2021	Elect Director	Elect John Batistich as Director	For	For	A vote FOR the election/re-election independent non-executive directors Diane Smith-Gander (Item 3a) and John Batistich (Item 3b) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
Zip Co Limited	ZIP	Australia	4/11/2021	Approve Acquisition OR Issue Shares in Connection with Acquisition	Approve Issuance of Upfront Consideration Shares to the Twisto Sellers	For	For	A vote FOR these resolutions is warranted as these issuances will allow the company acquire the remaining shares in Twisto. The total dilution of the consideration is only 5.68 percent and the payment of acquisition consideration through issuance of shares is not uncommon in this market in aligning sellers with existing shareholders and no material governance concerns are raised.
Zip Co Limited	ZIP	Australia	4/11/2021	Approve Acquisition OR Issue Shares in Connection with Acquisition	Approve Issuance of Holdback Consideration Shares to the Twisto Sellers	For	For	A vote FOR these resolutions is warranted as these issuances will allow the company acquire the remaining shares in Twisto. The total dilution of the consideration is only 5.68 percent and the payment of acquisition consideration through issuance of shares is not uncommon in this market in aligning sellers with existing shareholders and no material governance concerns are raised.
Zip Co Limited	ZIP	Australia	4/11/2021	Approve Issuance of Warrants/Convertible Debentures	Ratify Past Issuance of Convertible Notes to New and Existing Institutional, Sophisticated and Professional Investors	For	For	A vote FOR this resolution is warranted because:* The maximum dilution on conversion is 7.53 percent, which is reasonable;* The rationale for the use of proceeds appears sound; and* There are no significant concerns regarding the terms of the convertible notes.
Zip Co Limited	ZIP	Australia	4/11/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Placement Shares to New and Existing Institutional Investors	For	For	A vote FOR the ratification of the past issuance of shares under the placement is warranted given:* The dilution of 4.33 percent is relatively modest;* The shares were issued at a premium of 2.3 percent; and* The use of proceeds is primarily to fund global growth, while driving product expansion in Australia with the Zip business, which aligns with the company's strategy.
Zip Co Limited	ZIP	Australia	4/11/2021	Approve Omnibus Stock Plan	Approve Employee Incentive Plan	For	For	A vote qualified vote FOR this resolution is warranted. The plan establishes the broader framework for equity-incentives to a wider range of the company's employees and shareholders will be able to vote on the LTI grant made under the plan to executive directors. The LTI performance rights in Items 3a and 3b will be granted under the plan and the overall terms of the award are not considered contentious. However, shareholders should be aware of the following concerns:* Non-executive directors can participate in the plan;* The board can determine the treatment of equity awards upon a change in control;* The board may waive or amend vesting conditions; and* The associated dilution on all outstanding equity awards is excessive at 6.25 percent.
Zip Co Limited	ZIP	Australia	4/11/2021	Approve or Amend Severance Agreements/Change-in-Control Agreements	Approve Potential Termination Benefits	For	For	A vote FOR this resolution is warranted. While the board has the discretion to provide termination benefits, its intention is to only exercise this discretion if the employee leaves employment or office without fault on their part.

Zip Co Limited	ZIP	Australia	4/11/2021	Approve Share Plan Grant	Approve Grant of Short Term Incentive Plan Shares to Larry Diamond	For	For	A vote FOR Items 7a and 7b is warranted. The STIP shares represent the FY21 STI which has been assessed by the board and no material concerns have been raised in the remuneration report. Further, settlement of awards in equity will further align the executives' interest with those of shareholders. A vote FOR Items 8a and 8b is warranted. The LTE is considered part of fixed remuneration, which is not considered excessive in aggregate relative to peers at this time. LTE is not common in the Australian market, but its structure can be compared to a salary-sacrifice plan which further aligns the interests of executive directors with shareholders. A vote FOR Items 9a and 9b is warranted despite the concerns identified in the Employee Incentive Plan. The grant broadly conforms with market practice and shareholder requirements. The quantum is not excessive, performance period is at the minimum accepted in this market of three years, and the performance hurdles are sufficiently demanding.
Zip Co Limited	ZIP	Australia	4/11/2021	Approve Share Plan Grant	Approve Grant of Short Term Incentive Plan Shares to Peter Gray	For	For	A vote FOR Items 7a and 7b is warranted. The STIP shares represent the FY21 STI which has been assessed by the board and no material concerns have been raised in the remuneration report. Further, settlement of awards in equity will further align the executives' interest with those of shareholders. A vote FOR Items 8a and 8b is warranted. The LTE is considered part of fixed remuneration, which is not considered excessive in aggregate relative to peers at this time. LTE is not common in the Australian market, but its structure can be compared to a salary-sacrifice plan which further aligns the interests of executive directors with shareholders. A vote FOR Items 9a and 9b is warranted despite the concerns identified in the Employee Incentive Plan. The grant broadly conforms with market practice and shareholder requirements. The quantum is not excessive, performance period is at the minimum accepted in this market of three years, and the performance hurdles are sufficiently demanding.
Zip Co Limited	ZIP	Australia	4/11/2021	Approve Share Plan Grant	Approve Grant of Long Term Equity Performance Rights to Larry Diamond	For	For	A vote FOR Items 7a and 7b is warranted. The STIP shares represent the FY21 STI which has been assessed by the board and no material concerns have been raised in the remuneration report. Further, settlement of awards in equity will further align the executives' interest with those of shareholders. A vote FOR Items 8a and 8b is warranted. The LTE is considered part of fixed remuneration, which is not considered excessive in aggregate relative to peers at this time. LTE is not common in the Australian market, but its structure can be compared to a salary-sacrifice plan which further aligns the interests of executive directors with shareholders. A vote FOR Items 9a and 9b is warranted despite the concerns identified in the Employee Incentive Plan. The grant broadly conforms with market practice and shareholder requirements. The quantum is not excessive, performance period is at the minimum accepted in this market of three years, and the performance hurdles are sufficiently demanding.
Zip Co Limited	ZIP	Australia	4/11/2021	Approve Share Plan Grant	Approve Grant of Long Term Equity Performance Rights to Peter Gray	For	For	A vote FOR Items 7a and 7b is warranted. The STIP shares represent the FY21 STI which has been assessed by the board and no material concerns have been raised in the remuneration report. Further, settlement of awards in equity will further align the executives' interest with those of shareholders. A vote FOR Items 8a and 8b is warranted. The LTE is considered part of fixed remuneration, which is not considered excessive in aggregate relative to peers at this time. LTE is not common in the Australian market, but its structure can be compared to a salary-sacrifice plan which further aligns the interests of executive directors with shareholders. A vote FOR Items 9a and 9b is warranted despite the concerns identified in the Employee Incentive Plan. The grant broadly conforms with market practice and shareholder requirements. The quantum is not excessive, performance period is at the minimum accepted in this market of three years, and the performance hurdles are sufficiently demanding.
Zip Co Limited	ZIP	Australia	4/11/2021	Approve Share Plan Grant	Approve Grant of Long Term Incentive Performance Rights to Larry Diamond	For	For	A vote FOR Items 7a and 7b is warranted. The STIP shares represent the FY21 STI which has been assessed by the board and no material concerns have been raised in the remuneration report. Further, settlement of awards in equity will further align the executives' interest with those of shareholders. A vote FOR Items 8a and 8b is warranted. The LTE is considered part of fixed remuneration, which is not considered excessive in aggregate relative to peers at this time. LTE is not common in the Australian market, but its structure can be compared to a salary-sacrifice plan which further aligns the interests of executive directors with shareholders. A vote FOR Items 9a and 9b is warranted despite the concerns identified in the Employee Incentive Plan. The grant broadly conforms with market practice and shareholder requirements. The quantum is not excessive, performance period is at the minimum accepted in this market of three years, and the performance hurdles are sufficiently demanding.
Zip Co Limited	ZIP	Australia	4/11/2021	Approve Share Plan Grant	Approve Grant of Long Term Incentive Performance Rights to Peter Gray	For	For	A vote FOR Items 7a and 7b is warranted. The STIP shares represent the FY21 STI which has been assessed by the board and no material concerns have been raised in the remuneration report. Further, settlement of awards in equity will further align the executives' interest with those of shareholders. A vote FOR Items 8a and 8b is warranted. The LTE is considered part of fixed remuneration, which is not considered excessive in aggregate relative to peers at this time. LTE is not common in the Australian market, but its structure can be compared to a salary-sacrifice plan which further aligns the interests of executive directors with shareholders. A vote FOR Items 9a and 9b is warranted despite the concerns identified in the Employee Incentive Plan. The grant broadly conforms with market practice and shareholder requirements. The quantum is not excessive, performance period is at the minimum accepted in this market of three years, and the performance hurdles are sufficiently demanding.
Zimmer Biomet Holdings, Inc.	ZBH	USA	13/05/2022	Elect Director	Elect Director Christopher B. Begley	For	For	A vote FOR the director nominees is warranted.
Zimmer Biomet Holdings, Inc.	ZBH	USA	13/05/2022	Elect Director	Elect Director Betsy J. Bernard	For	For	A vote FOR the director nominees is warranted.
Zimmer Biomet Holdings, Inc.	ZBH	USA	13/05/2022	Elect Director	Elect Director Michael J. Farrell	For	For	A vote FOR the director nominees is warranted.
Zimmer Biomet Holdings, Inc.	ZBH	USA	13/05/2022	Elect Director	Elect Director Robert A. Hagemann	For	For	A vote FOR the director nominees is warranted.
Zimmer Biomet Holdings, Inc.	ZBH	USA	13/05/2022	Elect Director	Elect Director Bryan C. Hanson	For	For	A vote FOR the director nominees is warranted.
Zimmer Biomet Holdings, Inc.	ZBH	USA	13/05/2022	Elect Director	Elect Director Arthur J. Higgins	For	For	A vote FOR the director nominees is warranted.
Zimmer Biomet Holdings, Inc.	ZBH	USA	13/05/2022	Elect Director	Elect Director Maria Teresa (Tessa) Hilado	For	For	A vote FOR the director nominees is warranted.
Zimmer Biomet Holdings, Inc.	ZBH	USA	13/05/2022	Elect Director	Elect Director Syed Jafray	For	For	A vote FOR the director nominees is warranted.
Zimmer Biomet Holdings, Inc.	ZBH	USA	13/05/2022	Elect Director	Elect Director Sreelakshmi Kollil	For	For	A vote FOR the director nominees is warranted.
Zimmer Biomet Holdings, Inc.	ZBH	USA	13/05/2022	Elect Director	Elect Director Michael W. Michelson	For	For	A vote FOR the director nominees is warranted.
Zimmer Biomet Holdings, Inc.	ZBH	USA	13/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Zimmer Biomet Holdings, Inc.	ZBH	USA	13/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST the proposal is warranted. Although the annual pay program is reasonably performance-based, the company made a problematic one-time pay decision after the fiscal year end. In connection with a spinoff, performance equity granted in 2020 and 2021 was converted into time-vested equity, without disclosure of sufficient rationale. In addition, despite the 2020 performance equity tracking to not earn a payout due to underperformance, that grant was determined to vest at 50 percent of target, which undermines a pay-for-performance philosophy.
Zebra Technologies Corporation	ZBRA	USA	12/05/2022	Elect Director	Elect Director Nelda J. Connors	For	For	A vote FOR the director nominees is warranted.
Zebra Technologies Corporation	ZBRA	USA	12/05/2022	Elect Director	Elect Director Frank B. Modruson	For	For	A vote FOR the director nominees is warranted.
Zebra Technologies Corporation	ZBRA	USA	12/05/2022	Elect Director	Elect Director Michael A. Smith	For	For	A vote FOR the director nominees is warranted.
Zebra Technologies Corporation	ZBRA	USA	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. While some concern exists regarding the nondisclosure of specific performance targets, annual incentives are primarily linked to pre-set financial metrics and the majority of equity awards performance-conditioned.
Zebra Technologies Corporation	ZBRA	USA	12/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Zions Bancorporation, N.A.	ZION	USA	29/04/2022	Elect Director	Elect Director Maria Contreras-Sweet	For	For	A vote FOR the director nominees is warranted.
Zions Bancorporation, N.A.	ZION	USA	29/04/2022	Elect Director	Elect Director Gary L. Crittenden	For	For	A vote FOR the director nominees is warranted.
Zions Bancorporation, N.A.	ZION	USA	29/04/2022	Elect Director	Elect Director Suran K. Gupta	For	For	A vote FOR the director nominees is warranted.
Zions Bancorporation, N.A.	ZION	USA	29/04/2022	Elect Director	Elect Director Claire A. Huang	For	For	A vote FOR the director nominees is warranted.
Zions Bancorporation, N.A.	ZION	USA	29/04/2022	Elect Director	Elect Director Vivian S. Lee	For	For	A vote FOR the director nominees is warranted.
Zions Bancorporation, N.A.	ZION	USA	29/04/2022	Elect Director	Elect Director Scott J. McLean	For	For	A vote FOR the director nominees is warranted.
Zions Bancorporation, N.A.	ZION	USA	29/04/2022	Elect Director	Elect Director Edward F. Murphy	For	For	A vote FOR the director nominees is warranted.
Zions Bancorporation, N.A.	ZION	USA	29/04/2022	Elect Director	Elect Director Stephen D. Quinn	For	For	A vote FOR the director nominees is warranted.
Zions Bancorporation, N.A.	ZION	USA	29/04/2022	Elect Director	Elect Director Harris H. Simmons	For	For	A vote FOR the director nominees is warranted.
Zions Bancorporation, N.A.	ZION	USA	29/04/2022	Elect Director	Elect Director Aaron B. Skonnard	For	For	A vote FOR the director nominees is warranted.
Zions Bancorporation, N.A.	ZION	USA	29/04/2022	Elect Director	Elect Director Barbara A. Yastine	For	For	A vote FOR the director nominees is warranted.
Zions Bancorporation, N.A.	ZION	USA	29/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Zions Bancorporation, N.A.	ZION	USA	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.
Zions Bancorporation, N.A.	ZION	USA	29/04/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPS), a vote FOR this proposal is warranted.
Zoom Video Communications, Inc.	ZM	USA	16/06/2022	Elect Director	Elect Director Carl M. Eschenbach	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Carl Eschenbach, Janet Napolitano, and Santiago Subotovsky given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights, as well as for failure to remove the problematic capital structure or subject it to a less onerous sunset requirement. WITHHOLD votes are further warranted for Carl Eschenbach for serving as a director on more than five public company boards. A vote FOR director nominee William (Bill) McDermott is warranted.
Zoom Video Communications, Inc.	ZM	USA	16/06/2022	Elect Director	Elect Director William R. McDermott	For	For	WITHHOLD votes are warranted for director nominees Carl Eschenbach, Janet Napolitano, and Santiago Subotovsky given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights, as well as for failure to remove the problematic capital structure or subject it to a less onerous sunset requirement. WITHHOLD votes are further warranted for Carl Eschenbach for serving as a director on more than five public company boards. A vote FOR director nominee William (Bill) McDermott is warranted.
Zoom Video Communications, Inc.	ZM	USA	16/06/2022	Elect Director	Elect Director Janet Napolitano	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Carl Eschenbach, Janet Napolitano, and Santiago Subotovsky given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights, as well as for failure to remove the problematic capital structure or subject it to a less onerous sunset requirement. WITHHOLD votes are further warranted for Carl Eschenbach for serving as a director on more than five public company boards. A vote FOR director nominee William (Bill) McDermott is warranted.

Zoom Video Communications, Inc.	ZM	USA	16/06/2022	Elect Director	Elect Director Santiago Subotovsky	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Carl Eschenbach, Janet Napolitano, and Santiago Subotovsky given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights, as well as for failure to remove the problematic capital structure or subject it to a less onerous sunset requirement. WITHHOLD votes are further warranted for Carl Eschenbach for serving as a director on more than five public company boards. A vote FOR director nominee William (Bill) McDermott is warranted.
Zoom Video Communications, Inc.	ZM	USA	16/06/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Zoom Video Communications, Inc.	ZM	USA	16/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Zscaler, Inc.	ZS	USA	5/01/2022	Elect Director	Elect Director Karen Blasing	Withhold	Withhold	WITHHOLD votes are warranted for incumbent director nominees Karen Blasing and Charles Giancarlo given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR remaining director nominee Eileen Naughton is warranted.
Zscaler, Inc.	ZS	USA	5/01/2022	Elect Director	Elect Director Charles Giancarlo	Withhold	Withhold	WITHHOLD votes are warranted for incumbent director nominees Karen Blasing and Charles Giancarlo given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR remaining director nominee Eileen Naughton is warranted.
Zscaler, Inc.	ZS	USA	5/01/2022	Elect Director	Elect Director Eileen Naughton	For	For	WITHHOLD votes are warranted for incumbent director nominees Karen Blasing and Charles Giancarlo given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR remaining director nominee Eileen Naughton is warranted.
Zscaler, Inc.	ZS	USA	5/01/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Zscaler, Inc.	ZS	USA	5/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Against	A vote AGAINST this proposal is warranted, driven by concerns surrounding the CEO's equity awards. While the awards are entirely performance-based, they utilize the same financial metrics as the annual incentive plan, are measured over a one-year performance period, and lack disclosure of both targets and actual performance. While the same target number of PSUs was granted as in the previous year, the CEO's FY21 equity grant value was substantially larger than the median total pay of both ISS' and the company's selected peers. Most other NEOs' equity awards were only subject to time-based vesting.
Zoetis Inc.	ZTS	USA	19/05/2022	Elect Director	Elect Director Paul M. Bisaro	For	For	A vote FOR the director nominees is warranted.
Zoetis Inc.	ZTS	USA	19/05/2022	Elect Director	Elect Director Frank A. D'Amelio	For	For	A vote FOR the director nominees is warranted.
Zoetis Inc.	ZTS	USA	19/05/2022	Elect Director	Elect Director Michael B. McCallister	For	For	A vote FOR the director nominees is warranted.
Zoetis Inc.	ZTS	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although certain concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives appear to be primarily performance-based and half of the long-term incentives are targeted to be performance based.
Zoetis Inc.	ZTS	USA	19/05/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Zoetis Inc.	ZTS	USA	19/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Zoetis Inc.	ZTS	USA	19/05/2022	Reduce Supermajority Vote Requirement	Eliminate Supermajority Vote Requirements	For	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.
Zoetis Inc.	ZTS	USA	19/05/2022	Declassify the Board of Directors	Declassify the Board of Directors	For	For	A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.

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